

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part I: Resources

Q1. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q1A Have all tools and equipment needed</u>											
Strongly agree	22.2%	30.4%	46.2%	7.7%	16.4%	28.1%	7.7%	22.1%	12.7%	26.5%	18.6%
Agree	40.7%	43.5%	38.5%	46.2%	35.8%	40.6%	41.0%	40.3%	30.3%	40.9%	38.1%
Neutral	13.6%	5.8%	0.0%	7.7%	11.9%	9.4%	16.4%	10.4%	17.9%	15.3%	14.3%
Disagree	16.0%	15.9%	15.4%	15.4%	23.9%	18.8%	23.5%	14.3%	25.5%	9.8%	18.9%
Strongly disagree	3.7%	2.9%	0.0%	23.1%	10.4%	3.1%	11.5%	9.1%	13.1%	6.0%	9.0%
Not apply	3.7%	1.4%	0.0%	0.0%	1.5%	0.0%	0.0%	3.9%	0.4%	1.4%	1.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part I: Resources

Q1. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q1B Have adequate space to do my job</u>											
Strongly agree	22.2%	37.7%	38.5%	15.4%	19.4%	28.1%	7.1%	32.5%	15.9%	27.4%	21.0%
Agree	45.7%	34.8%	38.5%	7.7%	14.9%	37.5%	45.9%	32.5%	34.7%	41.9%	37.5%
Neutral	11.1%	14.5%	7.7%	38.5%	11.9%	12.5%	19.7%	14.3%	13.5%	10.2%	14.0%
Disagree	14.8%	7.2%	15.4%	23.1%	25.4%	12.5%	15.3%	7.8%	21.1%	10.2%	15.2%
Strongly disagree	6.2%	5.8%	0.0%	15.4%	26.9%	9.4%	10.4%	3.9%	12.0%	7.9%	10.1%
Na	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%	1.6%	9.1%	2.8%	2.3%	2.3%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part I: Resources

Q1. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q1C Get supplies needed to do my job in timely manner</u>											
Strongly agree	18.5%	31.9%	38.5%	15.4%	28.4%	43.8%	3.8%	20.8%	16.3%	27.4%	20.0%
Agree	43.2%	42.0%	53.8%	61.5%	35.8%	37.5%	30.6%	40.3%	39.0%	45.1%	39.7%
Neutral	16.0%	11.6%	0.0%	0.0%	14.9%	9.4%	29.0%	13.0%	16.7%	14.0%	16.9%
Disagree	11.1%	8.7%	7.7%	23.1%	13.4%	6.3%	20.8%	11.7%	15.5%	9.3%	13.6%
Strongly disagree	4.9%	2.9%	0.0%	0.0%	4.5%	0.0%	15.8%	10.4%	10.4%	2.8%	7.8%
Na	6.2%	2.9%	0.0%	0.0%	3.0%	3.1%	0.0%	3.9%	2.0%	1.4%	2.1%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part I: Resources

Q1. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q1D Repairs to equipment are done timely</u>											
Strongly agree	17.3%	20.3%	30.8%	15.4%	20.9%	25.0%	3.8%	14.3%	10.0%	18.6%	13.9%
Agree	39.5%	39.1%	46.2%	38.5%	40.3%	46.9%	19.1%	36.4%	33.9%	40.0%	34.6%
Neutral	19.8%	26.1%	7.7%	38.5%	14.9%	12.5%	27.9%	15.6%	22.7%	20.9%	21.9%
Disagree	16.0%	10.1%	15.4%	0.0%	17.9%	12.5%	31.1%	14.3%	16.7%	9.8%	16.9%
Strongly disagree	4.9%	2.9%	0.0%	7.7%	3.0%	3.1%	17.5%	15.6%	13.9%	7.4%	10.5%
Na	2.5%	1.4%	0.0%	0.0%	3.0%	0.0%	0.5%	3.9%	2.8%	3.3%	2.3%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part I: Resources

Q1. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q1E City voice mail system meets needs</u>											
Strongly agree	23.5%	36.2%	23.1%	30.8%	23.9%	46.9%	9.8%	20.8%	14.7%	14.9%	18.5%
Agree	42.0%	31.9%	69.2%	61.5%	52.2%	31.3%	29.0%	27.3%	41.0%	44.7%	39.1%
Neutral	25.9%	10.1%	0.0%	0.0%	13.4%	12.5%	19.1%	11.7%	18.7%	11.2%	15.6%
Disagree	1.2%	5.8%	0.0%	7.7%	7.5%	0.0%	5.5%	3.9%	5.2%	4.7%	4.7%
Strongly disagree	0.0%	1.4%	7.7%	0.0%	1.5%	0.0%	4.4%	6.5%	10.8%	3.3%	5.0%
Na	7.4%	14.5%	0.0%	0.0%	1.5%	9.4%	32.2%	29.9%	9.6%	21.4%	17.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part I: Resources

Q1. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q1F City e-mail system meets my needs</u>											
Strongly agree	22.2%	47.8%	30.8%	23.1%	29.9%	46.9%	12.0%	24.7%	16.7%	21.4%	22.2%
Agree	48.1%	30.4%	61.5%	76.9%	47.8%	43.8%	59.0%	26.0%	39.4%	40.9%	43.9%
Neutral	9.9%	4.3%	0.0%	0.0%	16.4%	0.0%	15.8%	10.4%	9.2%	9.3%	10.2%
Disagree	7.4%	2.9%	7.7%	0.0%	3.0%	6.3%	5.5%	0.0%	3.2%	4.2%	4.0%
Strongly disagree	2.5%	1.4%	0.0%	0.0%	0.0%	0.0%	3.8%	6.5%	12.7%	1.4%	5.0%
Na	9.9%	13.0%	0.0%	0.0%	3.0%	3.1%	3.8%	32.5%	18.7%	22.8%	14.8%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part I: Resources

Q1. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002

	Q27 Department work in										Total
	No response	Admin- istrative services	City man- ager office	City clerk/ city attorney	Comm & econ devel- opment	Finance	Fire Rescue	Parks and recrea- tion	Police	Public services	
<u>Q1G Sufficient preparation to fill job vacancies</u>											
Strongly agree	11.1%	8.7%	15.4%	0.0%	3.0%	0.0%	0.5%	3.9%	4.4%	4.2%	4.3%
Agree	12.3%	24.6%	15.4%	15.4%	29.9%	31.3%	18.6%	24.7%	12.4%	13.0%	17.3%
Neutral	27.2%	23.2%	0.0%	46.2%	10.4%	21.9%	26.2%	23.4%	15.1%	24.7%	21.5%
Disagree	19.8%	13.0%	30.8%	15.4%	20.9%	15.6%	24.0%	15.6%	23.9%	22.8%	21.5%
Strongly disagree	24.7%	17.4%	23.1%	23.1%	25.4%	21.9%	24.6%	18.2%	35.9%	24.2%	26.3%
Na	4.9%	13.0%	15.4%	0.0%	10.4%	9.4%	6.0%	14.3%	8.4%	11.2%	9.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part I: Resources

Q1. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q1H My desktop computer meets my needs</u>											
Strongly agree	12.3%	31.9%	38.5%	15.4%	20.9%	43.8%	3.3%	18.2%	9.6%	14.9%	14.3%
Agree	29.6%	37.7%	53.8%	30.8%	34.3%	31.3%	50.8%	20.8%	27.9%	31.6%	34.1%
Neutral	9.9%	8.7%	7.7%	38.5%	13.4%	6.3%	19.1%	7.8%	12.4%	9.3%	12.3%
Disagree	13.6%	2.9%	0.0%	15.4%	16.4%	18.8%	15.3%	2.6%	10.4%	5.6%	10.0%
Strongly disagree	12.3%	2.9%	0.0%	0.0%	13.4%	0.0%	9.8%	3.9%	19.1%	6.5%	10.4%
Na	22.2%	15.9%	0.0%	0.0%	1.5%	0.0%	1.6%	46.8%	20.7%	32.1%	19.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part I: Resources

Q1. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002

	Q27 Department work in										Total
	No response	Admin- istrative services	City man- ager office	City clerk/ city attorney	Comm & econ devel- opment	Finance	Fire Rescue	Parks and recrea- tion	Police	Public services	
<u>Q1I City vehicles are available when needed</u>											
Strongly agree	13.6%	14.5%	0.0%	7.7%	29.9%	0.0%	7.7%	10.4%	7.6%	19.5%	12.5%
Agree	29.6%	21.7%	7.7%	0.0%	32.8%	3.1%	30.1%	35.1%	25.9%	37.2%	29.0%
Neutral	8.6%	11.6%	7.7%	15.4%	11.9%	12.5%	24.6%	18.2%	11.6%	11.6%	14.3%
Disagree	7.4%	4.3%	7.7%	0.0%	1.5%	0.0%	10.9%	3.9%	21.1%	5.6%	9.9%
Strongly disagree	13.6%	7.2%	7.7%	0.0%	1.5%	0.0%	8.2%	9.1%	17.9%	3.7%	9.3%
Na	27.2%	40.6%	69.2%	76.9%	22.4%	84.4%	18.6%	23.4%	15.9%	22.3%	25.1%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part I: Resources

Q2. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q2 Most needed improvement</u>											
Have tools I need	8.6%	11.6%	0.0%	15.4%	14.9%	18.8%	26.2%	22.1%	14.7%	9.8%	15.6%
Have adequate space to do job	13.6%	10.1%	15.4%	38.5%	26.9%	21.9%	7.1%	7.8%	11.5%	13.0%	12.6%
Get supplies needed in timely manner	6.2%	4.3%	7.7%	0.0%	3.0%	0.0%	11.5%	5.2%	2.0%	3.3%	4.8%
Equipment repairs timely	8.6%	5.8%	0.0%	0.0%	3.0%	3.1%	18.6%	9.1%	2.0%	11.2%	8.4%
City voice mail meets needs	0.0%	0.0%	7.7%	0.0%	4.5%	0.0%	0.5%	1.3%	0.0%	0.9%	0.8%
City e-mail meets needs	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	1.3%	0.0%	1.4%	0.5%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part I: Resources

Q2. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Preparation to fill job vacancies	29.6%	31.9%	23.1%	30.8%	17.9%	28.1%	15.8%	16.9%	32.5%	29.8%	26.1%
Desktop computer meets needs	7.4%	7.2%	15.4%	7.7%	22.4%	6.3%	9.3%	5.2%	9.5%	5.6%	8.8%
City vehicles available	7.4%	1.4%	7.7%	0.0%	0.0%	0.0%	4.9%	1.3%	14.3%	1.4%	5.7%
None needed	18.5%	27.5%	23.1%	7.7%	7.5%	21.9%	5.5%	29.9%	13.5%	23.7%	16.8%

Q2 Most needed improvement (Cont.)

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part I: Resources

Q2. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q2 Second needed improvement</u>											
Have tools I need	9.9%	5.8%	7.7%	23.1%	14.9%	6.3%	7.1%	7.8%	15.9%	7.9%	10.4%
Have adequate space to do job	7.4%	4.3%	7.7%	23.1%	22.4%	18.8%	9.8%	3.9%	9.9%	8.4%	9.8%
Get supplies needed in timely manner	4.9%	4.3%	0.0%	0.0%	0.0%	0.0%	15.3%	10.4%	5.2%	6.5%	7.0%
Equipment repairs timely	2.5%	8.7%	15.4%	15.4%	6.0%	6.3%	25.7%	15.6%	7.5%	8.8%	11.5%
City voice mail meets needs	2.5%	4.3%	7.7%	0.0%	3.0%	3.1%	0.5%	2.6%	0.8%	3.3%	2.1%
City e-mail meets needs	3.7%	0.0%	0.0%	0.0%	0.0%	3.1%	2.7%	1.3%	0.4%	0.0%	1.1%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part I: Resources

Q2. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Preparation to fill job vacancies	8.6%	5.8%	23.1%	7.7%	17.9%	9.4%	10.4%	11.7%	10.7%	18.1%	12.4%
Desktop computer meets needs	14.8%	4.3%	7.7%	7.7%	7.5%	12.5%	7.7%	2.6%	11.5%	7.9%	8.8%
City vehicles available	4.9%	8.7%	0.0%	0.0%	1.5%	0.0%	6.6%	9.1%	15.5%	1.9%	7.3%
None needed	40.7%	53.6%	30.8%	23.1%	26.9%	40.6%	14.2%	35.1%	22.6%	37.2%	29.7%

Q2 Second needed improvement (Cont.)

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part I: Resources

Q2. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Have tools I need	18.5%	17.4%	7.7%	38.5%	29.9%	25.0%	33.3%	29.9%	30.6%	17.7%	25.9%
Have adequate space to do job	21.0%	14.5%	23.1%	61.5%	49.3%	40.6%	16.9%	11.7%	21.4%	21.4%	22.4%
Get supplies needed in timely manner	11.1%	8.7%	7.7%	0.0%	3.0%	0.0%	26.8%	15.6%	7.1%	9.8%	11.8%
Equipment repairs timely	11.1%	14.5%	15.4%	15.4%	9.0%	9.4%	44.3%	24.7%	9.5%	20.0%	19.9%
City voice mail meets needs	2.5%	4.3%	15.4%	0.0%	7.5%	3.1%	1.1%	3.9%	0.8%	4.2%	2.9%
City e-mail meets needs	3.7%	0.0%	0.0%	0.0%	0.0%	3.1%	3.3%	2.6%	0.4%	1.4%	1.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part I: Resources

Q2. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Preparation to fill job vacancies	38.3%	37.7%	46.2%	38.5%	35.8%	37.5%	26.2%	28.6%	43.3%	47.9%	38.5%
Desktop computer meets needs	22.2%	11.6%	23.1%	15.4%	29.9%	18.8%	16.9%	7.8%	21.0%	13.5%	17.6%
City vehicles available	12.3%	10.1%	7.7%	0.0%	1.5%	0.0%	11.5%	10.4%	29.8%	3.3%	13.0%
None needed	18.5%	27.5%	23.1%	7.7%	7.5%	21.9%	5.5%	29.9%	13.5%	23.7%	16.8%

Q2 Most needed improvement (Cont.)

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part I: Resources

Q3. Overall, how satisfied are you with the quality and availability of resources in the department or division where you work?

N=1002

Q27 Department work in										Total
No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q3 Quality & availability of resources

Very satisfied	11.1%	26.1%	38.5%	7.7%	17.9%	28.1%	2.7%	14.3%	13.1%	20.0%	14.6%
Satisfied	45.7%	50.7%	38.5%	38.5%	32.8%	40.6%	40.4%	42.9%	35.1%	40.9%	40.0%
Neutral	24.7%	8.7%	7.7%	7.7%	17.9%	15.6%	20.8%	18.2%	21.9%	21.9%	19.9%
Dissatisfied	14.8%	7.2%	15.4%	30.8%	20.9%	9.4%	29.5%	13.0%	17.5%	13.5%	17.7%
Very dissatisfied	3.7%	2.9%	0.0%	7.7%	9.0%	3.1%	6.6%	9.1%	12.4%	3.3%	7.0%
Don't know	0.0%	4.3%	0.0%	7.7%	1.5%	3.1%	0.0%	2.6%	0.0%	0.5%	0.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part II: Work Environment

Q4. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below. Your WORK UNIT is the group of employees in your department or division with whom you interact and share a common supervisor.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q4A Gender discrimination is problem in work unit</u>											
Strongly agree	9.9%	4.3%	7.7%	7.7%	7.5%	3.1%	7.7%	14.3%	10.7%	6.0%	8.4%
Agree	11.1%	10.1%	0.0%	15.4%	9.0%	0.0%	13.7%	10.4%	7.9%	7.9%	9.4%
Neutral	12.3%	11.6%	23.1%	0.0%	16.4%	6.3%	10.9%	15.6%	9.9%	11.2%	11.5%
Disagree	25.9%	29.0%	30.8%	38.5%	23.9%	18.8%	33.3%	24.7%	25.0%	22.8%	26.3%
Strongly disagree	40.7%	43.5%	38.5%	30.8%	38.8%	68.8%	33.3%	32.5%	43.3%	36.7%	39.3%
Not apply	0.0%	1.4%	0.0%	7.7%	4.5%	3.1%	1.1%	2.6%	3.2%	15.3%	5.1%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part II: Work Environment

Q4. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below. Your WORK UNIT is the group of employees in your department or division with whom you interact and share a common supervisor.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q4B Racial/ethnic discrimination is problem in work unit</u>											
Strongly agree	11.1%	7.2%	0.0%	7.7%	10.4%	0.0%	8.2%	11.7%	11.5%	12.1%	10.1%
Agree	12.3%	14.5%	7.7%	15.4%	4.5%	3.1%	13.1%	6.5%	10.3%	7.4%	9.8%
Neutral	9.9%	7.2%	23.1%	15.4%	11.9%	9.4%	11.5%	24.7%	10.3%	11.6%	12.0%
Disagree	29.6%	24.6%	30.8%	30.8%	26.9%	28.1%	29.0%	24.7%	22.2%	29.8%	26.7%
Strongly disagree	35.8%	44.9%	38.5%	30.8%	40.3%	59.4%	37.7%	31.2%	43.7%	35.3%	39.3%
Not apply	1.2%	1.4%	0.0%	0.0%	6.0%	0.0%	0.5%	1.3%	2.0%	3.7%	2.1%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part II: Work Environment

Q4. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below. Your WORK UNIT is the group of employees in your department or division with whom you interact and share a common supervisor.

N=1002

	Q27 Department work in										Total
	No response	Admin- istrative services	City man- ager office	City clerk/ city attorney	Comm & econ devel- opment	Finance	Fire Rescue	Parks and recrea- tion	Police	Public services	
<u>Q4C Unwanted sexual remarks/sexual harassment-problem in work unit</u>											
Strongly agree	1.2%	2.9%	0.0%	0.0%	4.5%	0.0%	0.5%	6.5%	2.0%	5.1%	2.8%
Agree	3.7%	1.4%	7.7%	7.7%	4.5%	0.0%	5.5%	3.9%	5.6%	3.3%	4.3%
Neutral	13.6%	13.0%	15.4%	7.7%	11.9%	6.3%	12.0%	10.4%	9.9%	9.3%	10.8%
Disagree	32.1%	29.0%	23.1%	46.2%	28.4%	15.6%	38.8%	33.8%	28.6%	30.2%	31.2%
Strongly disagree	48.1%	52.2%	53.8%	38.5%	46.3%	78.1%	41.5%	42.9%	50.8%	39.5%	46.4%
Not apply	1.2%	1.4%	0.0%	0.0%	4.5%	0.0%	1.6%	2.6%	3.2%	12.6%	4.5%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part II: Work Environment

Q4. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below. Your WORK UNIT is the group of employees in your department or division with whom you interact and share a common supervisor.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q4D Age discrimination is a problem in work unit</u>											
Strongly agree	7.4%	0.0%	0.0%	7.7%	6.0%	0.0%	8.2%	5.2%	3.2%	5.1%	4.9%
Agree	7.4%	8.7%	0.0%	7.7%	3.0%	3.1%	7.7%	5.2%	5.6%	4.7%	5.8%
Neutral	7.4%	11.6%	15.4%	0.0%	17.9%	9.4%	11.5%	14.3%	11.9%	13.0%	12.1%
Disagree	34.6%	26.1%	38.5%	53.8%	29.9%	21.9%	31.7%	32.5%	25.4%	33.5%	30.3%
Strongly disagree	39.5%	53.6%	46.2%	30.8%	41.8%	65.6%	39.3%	40.3%	51.6%	38.1%	44.2%
Not apply	3.7%	0.0%	0.0%	0.0%	1.5%	0.0%	1.6%	2.6%	2.4%	5.6%	2.7%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part II: Work Environment

Q4. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below. Your WORK UNIT is the group of employees in your department or division with whom you interact and share a common supervisor.

N=1002	Q27 Department work in										Total
	No response	Admin-istrative services	City man-ager office	City clerk/city attorney	Comm & econ devel-opment	Finance	Fire Rescue	Parks and recrea-tion	Police	Public services	
<u>Q4E My work unit is free from hostility</u>											
Strongly agree	18.5%	26.1%	38.5%	30.8%	16.4%	21.9%	14.8%	18.2%	30.2%	16.3%	21.2%
Agree	19.8%	30.4%	15.4%	15.4%	28.4%	37.5%	34.4%	24.7%	28.6%	32.6%	29.5%
Neutral	19.8%	8.7%	15.4%	7.7%	13.4%	18.8%	14.8%	19.5%	10.7%	13.5%	13.8%
Disagree	27.2%	18.8%	23.1%	23.1%	17.9%	18.8%	19.1%	15.6%	15.1%	20.5%	18.8%
Strongly disagree	13.6%	15.9%	7.7%	23.1%	23.9%	3.1%	15.8%	19.5%	14.7%	16.3%	15.9%
Not apply	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	2.6%	0.8%	0.9%	0.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part II: Work Environment

Q4. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below. Your WORK UNIT is the group of employees in your department or division with whom you interact and share a common supervisor.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q4F Treated with respect by co-workers

Strongly agree	28.4%	31.9%	30.8%	38.5%	26.9%	40.6%	22.4%	23.4%	36.1%	26.0%	29.0%
Agree	46.9%	47.8%	53.8%	23.1%	52.2%	53.1%	54.6%	45.5%	45.2%	45.1%	47.8%
Neutral	13.6%	8.7%	7.7%	15.4%	7.5%	0.0%	14.2%	14.3%	7.5%	14.0%	11.1%
Disagree	8.6%	5.8%	0.0%	23.1%	9.0%	6.3%	4.4%	5.2%	7.1%	10.2%	7.4%
Strongly disagree	1.2%	5.8%	7.7%	0.0%	4.5%	0.0%	4.4%	9.1%	3.6%	4.2%	4.2%
Not apply	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	0.4%	0.5%	0.5%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part II: Work Environment

Q4. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below. Your WORK UNIT is the group of employees in your department or division with whom you interact and share a common supervisor.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Strongly agree	25.9%	40.6%	69.2%	38.5%	28.4%	37.5%	33.3%	33.8%	42.5%	37.2%	36.7%
Agree	37.0%	34.8%	15.4%	15.4%	34.3%	53.1%	43.2%	33.8%	30.6%	39.1%	36.3%
Neutral	14.8%	13.0%	7.7%	15.4%	13.4%	6.3%	9.3%	6.5%	13.1%	9.3%	11.0%
Disagree	12.3%	5.8%	7.7%	7.7%	7.5%	3.1%	8.7%	9.1%	6.3%	6.0%	7.4%
Strongly disagree	8.6%	5.8%	0.0%	23.1%	16.4%	0.0%	5.5%	14.3%	7.5%	8.4%	8.3%
Not apply	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	0.0%	0.0%	0.3%

Q4G Treated with respect by immediate supervisor

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part II: Work Environment

Q4. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below. Your WORK UNIT is the group of employees in your department or division with whom you interact and share a common supervisor.

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
N=1002											
<u>Q4H Treated with respect by senior management</u>											
Strongly agree	22.2%	30.4%	46.2%	23.1%	20.9%	43.8%	8.7%	28.6%	28.6%	28.8%	24.8%
Agree	30.9%	42.0%	30.8%	38.5%	35.8%	43.8%	25.7%	31.2%	32.1%	35.8%	32.9%
Neutral	22.2%	11.6%	7.7%	7.7%	10.4%	6.3%	19.7%	16.9%	15.1%	15.8%	15.8%
Disagree	9.9%	10.1%	7.7%	23.1%	11.9%	6.3%	19.1%	9.1%	8.7%	10.7%	11.6%
Strongly disagree	12.3%	5.8%	7.7%	7.7%	19.4%	0.0%	25.7%	13.0%	15.1%	6.5%	13.8%
Not apply	2.5%	0.0%	0.0%	0.0%	1.5%	0.0%	1.1%	1.3%	0.4%	2.3%	1.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part II: Work Environment

Q5. If the City were to make improvements in the areas listed in Questions #4a-h above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Gender discrimination	7.4%	5.8%	7.7%	23.1%	4.5%	6.3%	4.9%	14.3%	4.8%	3.7%	5.9%
Race discrimination	6.2%	7.2%	7.7%	0.0%	1.5%	9.4%	10.9%	10.4%	10.3%	10.7%	9.2%
Sexual remarks/harassment	2.5%	1.4%	0.0%	0.0%	0.0%	0.0%	1.1%	1.3%	1.2%	1.9%	1.3%
Age discrimination	7.4%	1.4%	0.0%	0.0%	1.5%	6.3%	4.9%	3.9%	2.4%	3.7%	3.6%
Non hostile work unit	14.8%	8.7%	7.7%	7.7%	17.9%	12.5%	10.4%	9.1%	7.5%	13.0%	10.9%
Co-worker respect	2.5%	7.2%	7.7%	0.0%	0.0%	6.3%	3.3%	0.0%	2.4%	0.9%	2.4%
Immediate supervisor respect	12.3%	10.1%	15.4%	7.7%	16.4%	12.5%	7.7%	15.6%	5.2%	8.8%	9.3%

Q5 Most important improvement

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part II: Work Environment

Q5. If the City were to make improvements in the areas listed in Questions #4a-h above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q5 Most important improvement (Cont.)

Management respect	9.9%	11.6%	7.7%	15.4%	20.9%	6.3%	35.0%	7.8%	17.9%	11.6%	17.5%
None needed	37.0%	46.4%	46.2%	46.2%	37.3%	40.6%	21.9%	37.7%	48.4%	45.6%	40.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part II: Work Environment

Q5. If the City were to make improvements in the areas listed in Questions #4a-h above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Gender discrimination	2.5%	1.4%	0.0%	0.0%	1.5%	3.1%	5.5%	3.9%	4.4%	6.0%	4.2%
Race discrimination	11.1%	10.1%	7.7%	7.7%	4.5%	6.3%	5.5%	5.2%	3.6%	6.5%	6.0%
Sexual remarks/harassment	2.5%	2.9%	0.0%	7.7%	0.0%	0.0%	2.7%	2.6%	1.2%	2.3%	2.0%
Age discrimination	0.0%	1.4%	0.0%	0.0%	1.5%	0.0%	2.7%	1.3%	2.4%	1.9%	1.8%
Non hostile work unit	6.2%	10.1%	0.0%	0.0%	19.4%	9.4%	15.8%	13.0%	7.9%	9.8%	10.8%
Co-worker respect	4.9%	4.3%	15.4%	7.7%	4.5%	6.3%	2.2%	2.6%	1.6%	7.4%	4.1%
Immediate supervisor respect	8.6%	2.9%	7.7%	23.1%	9.0%	0.0%	7.7%	10.4%	8.3%	4.7%	7.2%

Q5 Second important improvement

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part II: Work Environment

Q5. If the City were to make improvements in the areas listed in Questions #4a-h above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Q5 Second important improvement (Cont.)											
Management respect	18.5%	5.8%	15.4%	7.7%	13.4%	9.4%	16.9%	11.7%	7.5%	7.0%	10.8%
None needed	45.7%	60.9%	53.8%	46.2%	46.3%	65.6%	41.0%	49.4%	63.1%	54.4%	53.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part II: Work Environment

Q5. If the City were to make improvements in the areas listed in Questions #4a-h above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Gender discrimination	9.9%	7.2%	7.7%	23.1%	6.0%	9.4%	10.4%	18.2%	9.1%	9.8%	10.1%
Race discrimination	17.3%	17.4%	15.4%	7.7%	6.0%	15.6%	16.4%	15.6%	13.9%	17.2%	15.2%
Sexual remarks/harassment	4.9%	4.3%	0.0%	7.7%	0.0%	0.0%	3.8%	3.9%	2.4%	4.2%	3.3%
Age discrimination	7.4%	2.9%	0.0%	0.0%	3.0%	6.3%	7.7%	5.2%	4.8%	5.6%	5.4%
Non hostile work unit	21.0%	18.8%	7.7%	7.7%	37.3%	21.9%	26.2%	22.1%	15.5%	22.8%	21.7%
Co-worker respect	7.4%	11.6%	23.1%	7.7%	4.5%	12.5%	5.5%	2.6%	4.0%	8.4%	6.5%
Immediate supervisor respect	21.0%	13.0%	23.1%	30.8%	25.4%	12.5%	15.3%	26.0%	13.5%	13.5%	16.5%

Q5 Most important improvement

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part II: Work Environment

Q5. If the City were to make improvements in the areas listed in Questions #4a-h above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Q5 Most important improvement (Cont.)											
Management respect	28.4%	17.4%	23.1%	23.1%	34.3%	15.6%	51.9%	19.5%	25.4%	18.6%	28.2%
None needed	37.0%	46.4%	46.2%	46.2%	37.3%	40.6%	21.9%	37.7%	48.4%	45.6%	40.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part II: Work Environment

Q6. Overall, how satisfied are you with the work environment in the department or division where you work?

N=1002

Q27 Department work in										Total
No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q6 How satisfied with work environment in department

Very satisfied	24.7%	30.4%	23.1%	15.4%	14.9%	19.4%	4.9%	27.3%	27.4%	27.0%	21.9%
Satisfied	30.9%	33.3%	53.8%	38.5%	35.8%	41.9%	36.6%	31.2%	37.3%	36.3%	36.0%
Neutral	14.8%	11.6%	7.7%	7.7%	10.4%	19.4%	22.4%	16.9%	9.9%	18.6%	15.4%
Dissatisfied	24.7%	15.9%	15.4%	30.8%	17.9%	16.1%	23.5%	11.7%	13.5%	8.8%	15.9%
Very dissatisfied	4.9%	8.7%	0.0%	7.7%	20.9%	3.2%	12.6%	13.0%	11.5%	8.8%	10.7%
Don't know	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.5%	0.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part II: Work Environment

Q7. Do you generally think the City is a good place to work?

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Yes	79.0%	92.8%	84.6%	46.2%	77.6%	96.9%	84.2%	87.0%	87.3%	86.5%	85.3%
No	21.0%	5.8%	15.4%	53.8%	20.9%	3.1%	15.3%	11.7%	12.3%	12.6%	14.0%
No answer	0.0%	1.4%	0.0%	0.0%	1.5%	0.0%	0.5%	1.3%	0.4%	0.9%	0.7%

Q7 Is the city a good place to work?

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part II: Work Environment

Q8. Would you recommend employment with the City to a friend or family?

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Yes	75.3%	87.0%	69.2%	46.2%	74.6%	96.9%	77.0%	80.5%	82.9%	81.9%	80.3%
No	24.7%	13.0%	30.8%	53.8%	22.4%	3.1%	23.0%	19.5%	16.7%	17.2%	19.2%
No answer	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%	0.4%	0.9%	0.5%

Q8 Would recommend employment to friend

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part III: Communication

Q9. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q9a Timely information about things affecting me</u>											
Strongly agree	6.2%	14.5%	23.1%	0.0%	4.5%	9.4%	1.1%	11.7%	7.1%	7.9%	7.0%
Agree	30.9%	34.8%	30.8%	30.8%	32.8%	43.8%	33.3%	28.6%	38.5%	40.9%	36.0%
Neutral	25.9%	14.5%	7.7%	7.7%	10.4%	15.6%	21.9%	19.5%	20.2%	21.4%	19.7%
Disagree	24.7%	24.6%	30.8%	38.5%	31.3%	21.9%	30.6%	23.4%	23.4%	22.8%	25.5%
Strongly disagree	11.1%	10.1%	7.7%	23.1%	20.9%	9.4%	12.0%	15.6%	10.3%	6.5%	11.1%
Not apply	1.2%	1.4%	0.0%	0.0%	0.0%	0.0%	1.1%	1.3%	0.4%	0.5%	0.7%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part III: Communication

Q9. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q9b Immediate supervisor keeps informed</u>											
Strongly agree	11.1%	20.3%	30.8%	15.4%	11.9%	12.5%	17.5%	18.2%	21.0%	16.7%	17.6%
Agree	32.1%	43.5%	23.1%	7.7%	41.8%	43.8%	51.4%	27.3%	40.5%	34.4%	39.2%
Neutral	23.5%	14.5%	23.1%	15.4%	11.9%	21.9%	14.2%	13.0%	14.7%	24.2%	17.4%
Disagree	25.9%	17.4%	15.4%	46.2%	17.9%	12.5%	10.4%	19.5%	14.3%	16.3%	16.2%
Strongly disagree	6.2%	4.3%	7.7%	15.4%	16.4%	9.4%	6.0%	19.5%	9.1%	7.0%	8.9%
Not apply	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	2.6%	0.4%	1.4%	0.8%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part III: Communication

Q9. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q9c Newsletter is good source of information</u>											
Strongly agree	6.2%	4.3%	7.7%	7.7%	1.5%	3.1%	1.1%	19.5%	8.3%	6.5%	6.4%
Agree	29.6%	31.9%	23.1%	23.1%	26.9%	37.5%	26.2%	27.3%	25.8%	31.2%	28.2%
Neutral	37.0%	33.3%	38.5%	46.2%	46.3%	34.4%	36.1%	31.2%	34.5%	34.4%	35.6%
Disagree	16.0%	24.6%	15.4%	15.4%	19.4%	21.9%	22.4%	14.3%	17.1%	18.6%	18.9%
Strongly disagree	11.1%	4.3%	15.4%	7.7%	6.0%	3.1%	7.7%	6.5%	10.3%	6.5%	7.9%
Not apply	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	6.6%	1.3%	4.0%	2.8%	3.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part III: Communication

Q9. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q9d Know where to go when I have questions about work related issue</u>											
Strongly agree	17.3%	23.2%	38.5%	7.7%	11.9%	28.1%	9.3%	26.0%	22.2%	19.5%	18.8%
Agree	56.8%	46.4%	23.1%	61.5%	46.3%	53.1%	58.5%	40.3%	49.2%	55.8%	51.8%
Neutral	14.8%	17.4%	15.4%	7.7%	17.9%	12.5%	19.7%	11.7%	13.5%	13.0%	15.0%
Disagree	7.4%	5.8%	15.4%	15.4%	11.9%	6.3%	7.7%	13.0%	8.7%	8.4%	8.8%
Strongly disagree	3.7%	7.2%	7.7%	7.7%	11.9%	0.0%	4.4%	9.1%	5.2%	2.8%	5.2%
Not apply	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	1.2%	0.5%	0.5%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part III: Communication

Q9. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q9e Employees in my department are easy to contact</u>											
Strongly agree	24.7%	30.4%	53.8%	15.4%	23.9%	37.5%	13.7%	18.2%	23.8%	19.5%	21.9%
Agree	49.4%	40.6%	46.2%	76.9%	52.2%	53.1%	63.4%	41.6%	56.7%	54.4%	54.3%
Neutral	16.0%	17.4%	0.0%	0.0%	14.9%	9.4%	16.4%	19.5%	10.7%	14.0%	14.0%
Disagree	8.6%	7.2%	0.0%	7.7%	7.5%	0.0%	2.2%	13.0%	6.0%	7.4%	6.3%
Strongly disagree	0.0%	4.3%	0.0%	0.0%	1.5%	0.0%	3.3%	5.2%	1.2%	2.3%	2.2%
Not apply	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	2.6%	1.6%	2.3%	1.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part III: Communication

Q9. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q9f Employees in other departments easy contact</u>											
Strongly agree	6.2%	2.9%	38.5%	7.7%	9.0%	12.5%	6.6%	9.1%	9.9%	8.8%	8.6%
Agree	48.1%	52.2%	30.8%	15.4%	37.3%	46.9%	39.3%	41.6%	48.4%	40.9%	43.4%
Neutral	23.5%	23.2%	15.4%	46.2%	14.9%	25.0%	33.3%	20.8%	22.6%	21.9%	24.2%
Disagree	13.6%	8.7%	15.4%	30.8%	29.9%	12.5%	10.4%	15.6%	9.1%	18.1%	14.0%
Strongly disagree	3.7%	5.8%	0.0%	0.0%	7.5%	3.1%	4.9%	7.8%	4.0%	5.1%	4.9%
Not apply	4.9%	7.2%	0.0%	0.0%	1.5%	0.0%	5.5%	5.2%	6.0%	5.1%	5.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part III: Communication

Q9. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q9g I know who to refer the public to when I receive information requests</u>											
Strongly agree	14.8%	7.2%	30.8%	23.1%	9.0%	9.4%	8.7%	22.1%	18.3%	16.7%	14.8%
Agree	53.1%	62.3%	46.2%	53.8%	46.3%	53.1%	51.9%	36.4%	58.3%	45.6%	51.4%
Neutral	14.8%	10.1%	15.4%	7.7%	16.4%	12.5%	21.9%	22.1%	12.3%	16.3%	16.0%
Disagree	8.6%	10.1%	7.7%	15.4%	20.9%	18.8%	11.5%	10.4%	7.5%	12.6%	11.2%
Strongly disagree	6.2%	4.3%	0.0%	0.0%	4.5%	3.1%	4.4%	7.8%	2.8%	5.6%	4.5%
Not apply	2.5%	5.8%	0.0%	0.0%	3.0%	3.1%	1.6%	1.3%	0.8%	3.3%	2.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part III: Communication

Q10. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Get information about things that affect me	28.4%	18.8%	15.4%	38.5%	29.9%	25.0%	36.6%	24.7%	32.1%	23.3%	28.7%
Supervisor keeps me informed	14.8%	10.1%	23.1%	23.1%	17.9%	21.9%	8.7%	20.8%	13.5%	12.1%	13.6%
Newsletter good source of information	4.9%	10.1%	15.4%	0.0%	1.5%	6.3%	5.5%	2.6%	4.8%	5.1%	5.1%
Know where to ask questions	3.7%	5.8%	7.7%	0.0%	6.0%	0.0%	6.6%	1.3%	2.8%	6.0%	4.5%
Employees in my dept easy contact	0.0%	4.3%	0.0%	0.0%	3.0%	0.0%	1.6%	2.6%	2.0%	2.8%	2.1%

2002 City of Fort Lauderdale Employee Survey Results by Department

***Note:** The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.*

Part III: Communication

Q10. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Employees in other dept easy contact	9.9%	14.5%	7.7%	7.7%	14.9%	9.4%	4.9%	3.9%	6.0%	13.0%	8.8%
Know who to refer public to for information requests	8.6%	14.5%	0.0%	0.0%	6.0%	18.8%	6.6%	11.7%	7.1%	9.3%	8.6%
None needed	29.6%	21.7%	30.8%	30.8%	20.9%	18.8%	29.5%	32.5%	31.7%	28.4%	28.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part III: Communication

Q10. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Get information about things that affect me	12.3%	11.6%	30.8%	23.1%	14.9%	12.5%	12.0%	10.4%	11.9%	12.6%	12.6%
Supervisor keeps me informed	16.0%	14.5%	7.7%	30.8%	14.9%	9.4%	15.3%	16.9%	11.5%	12.1%	13.7%
Newsletter good source of information	8.6%	8.7%	7.7%	0.0%	7.5%	9.4%	4.4%	5.2%	7.1%	7.0%	6.7%
Know where to ask questions	4.9%	2.9%	7.7%	7.7%	6.0%	3.1%	8.7%	10.4%	4.4%	4.2%	5.7%
Employees in my dept easy contact	2.5%	2.9%	0.0%	0.0%	3.0%	3.1%	2.2%	1.3%	2.4%	4.7%	2.8%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part III: Communication

Q10. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Employees in other dept easy contact	7.4%	8.7%	7.7%	0.0%	7.5%	12.5%	4.9%	9.1%	11.5%	10.7%	9.0%
Know who to refer public to for information requests	8.6%	13.0%	7.7%	0.0%	19.4%	9.4%	10.9%	6.5%	7.5%	10.2%	9.9%
None needed	39.5%	37.7%	30.8%	38.5%	26.9%	40.6%	41.5%	40.3%	43.7%	38.6%	39.7%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part III: Communication

Q10. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Get information about things that affect me	40.7%	30.4%	46.2%	61.5%	44.8%	37.5%	48.6%	35.1%	44.0%	35.8%	41.3%
Supervisor keeps me informed	30.9%	24.6%	30.8%	53.8%	32.8%	31.3%	24.0%	37.7%	25.0%	24.2%	27.2%
Newsletter good source of information	13.6%	18.8%	23.1%	0.0%	9.0%	15.6%	9.8%	7.8%	11.9%	12.1%	11.8%
Know where to ask questions	8.6%	8.7%	15.4%	7.7%	11.9%	3.1%	15.3%	11.7%	7.1%	10.2%	10.2%
Employees in my dept easy contact	2.5%	7.2%	0.0%	0.0%	6.0%	3.1%	3.8%	3.9%	4.4%	7.4%	4.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part III: Communication

Q10. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Employees in other dept easy contact	17.3%	23.2%	15.4%	7.7%	22.4%	21.9%	9.8%	13.0%	17.5%	23.7%	17.8%
Know who to refer public to for information requests	17.3%	27.5%	7.7%	0.0%	25.4%	28.1%	17.5%	18.2%	14.7%	19.5%	18.5%
None needed	29.6%	21.7%	30.8%	30.8%	20.9%	18.8%	29.5%	32.5%	31.7%	28.4%	28.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part III: Communication

Q11. Overall, how satisfied are you with the quality of communication in the department or division where you work?

N=1002

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q11 Satisfaction with quality of communication</u>											
Very satisfied	9.9%	23.5%	15.4%	15.4%	9.0%	15.6%	2.7%	6.5%	11.9%	11.2%	10.3%
Satisfied	34.6%	30.9%	53.8%	23.1%	31.3%	46.9%	38.3%	33.8%	46.4%	43.7%	40.2%
Neutral	27.2%	14.7%	15.4%	7.7%	16.4%	18.8%	29.0%	28.6%	18.7%	24.7%	22.7%
Dissatisfied	23.5%	23.5%	15.4%	46.2%	28.4%	3.1%	19.1%	13.0%	13.9%	15.3%	17.6%
Very dissatisfied	3.7%	7.4%	0.0%	7.7%	14.9%	12.5%	9.8%	18.2%	9.1%	4.2%	8.7%
Don't know	1.2%	0.0%	0.0%	0.0%	0.0%	3.1%	1.1%	0.0%	0.0%	0.9%	0.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IV: Compensation & Benefits

Q12. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Strongly agree	19.8%	8.7%	23.1%	7.7%	10.4%	28.1%	14.2%	18.2%	16.7%	16.3%	15.9%
Agree	45.7%	55.1%	46.2%	46.2%	56.7%	53.1%	43.2%	51.9%	56.3%	54.9%	52.0%
Neutral	19.8%	21.7%	7.7%	23.1%	14.9%	12.5%	18.0%	19.5%	13.1%	15.3%	16.3%
Disagree	12.3%	13.0%	15.4%	23.1%	11.9%	6.3%	15.3%	7.8%	5.6%	8.4%	10.0%
Strongly disagree	1.2%	0.0%	7.7%	0.0%	3.0%	0.0%	4.4%	2.6%	4.8%	2.3%	3.1%
Not apply	1.2%	1.4%	0.0%	0.0%	3.0%	0.0%	4.9%	0.0%	3.6%	2.8%	2.8%

Q12a Familiar with City's retirement benefits

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IV: Compensation & Benefits

Q12. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Strongly agree	9.9%	5.8%	7.7%	0.0%	3.0%	12.5%	8.2%	11.7%	5.6%	6.5%	7.1%
Agree	37.0%	34.8%	38.5%	23.1%	32.8%	37.5%	38.3%	31.2%	32.9%	29.3%	33.5%
Neutral	13.6%	15.9%	15.4%	30.8%	22.4%	31.3%	19.7%	20.8%	22.2%	20.0%	20.4%
Disagree	21.0%	31.9%	7.7%	38.5%	22.4%	12.5%	22.4%	18.2%	15.9%	25.1%	21.3%
Strongly disagree	17.3%	11.6%	30.8%	7.7%	16.4%	6.3%	5.5%	18.2%	17.5%	17.7%	14.6%
Not apply	1.2%	0.0%	0.0%	0.0%	3.0%	0.0%	6.0%	0.0%	6.0%	1.4%	3.2%

Q12b Understand what covered by health plan

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IV: Compensation & Benefits

Q12. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q12c Health plan benefits easy to use

Strongly agree	8.6%	1.4%	7.7%	0.0%	1.5%	6.3%	6.0%	5.2%	3.6%	2.8%	4.2%
Agree	24.7%	21.7%	30.8%	38.5%	23.9%	25.0%	28.4%	22.1%	27.0%	21.9%	25.1%
Neutral	18.5%	37.7%	15.4%	23.1%	29.9%	25.0%	25.1%	31.2%	23.0%	25.6%	25.6%
Disagree	22.2%	21.7%	7.7%	23.1%	26.9%	37.5%	24.0%	26.0%	19.0%	26.0%	23.5%
Strongly disagree	24.7%	15.9%	30.8%	15.4%	14.9%	6.3%	11.5%	14.3%	20.6%	20.0%	17.6%
Not apply	1.2%	1.4%	7.7%	0.0%	3.0%	0.0%	4.9%	1.3%	6.7%	3.7%	4.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IV: Compensation & Benefits

Q12. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q12d Problems with health plan easy to resolve</u>											
Strongly agree	4.9%	2.9%	0.0%	0.0%	1.5%	0.0%	1.6%	2.6%	2.0%	2.3%	2.2%
Agree	11.1%	15.9%	30.8%	7.7%	10.4%	15.6%	13.7%	9.1%	18.3%	14.9%	14.7%
Neutral	35.8%	27.5%	15.4%	30.8%	26.9%	28.1%	31.7%	33.8%	27.8%	23.3%	28.4%
Disagree	18.5%	30.4%	15.4%	38.5%	25.4%	34.4%	30.6%	32.5%	23.8%	31.2%	27.8%
Strongly disagree	25.9%	17.4%	30.8%	15.4%	26.9%	18.8%	15.3%	16.9%	16.7%	20.5%	19.0%
Not apply	3.7%	5.8%	7.7%	7.7%	9.0%	3.1%	7.1%	5.2%	11.5%	7.9%	7.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IV: Compensation & Benefits

Q12. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Admin-istrative services	City man-ager office	City clerk/city attorney	Comm & econ devel-opment	Finance	Fire Rescue	Parks and recrea-tion	Police	Public services	
<u>Q12e City does good job managing my health plan</u>											
Strongly agree	0.0%	2.9%	7.7%	0.0%	0.0%	0.0%	2.7%	0.0%	1.2%	0.9%	1.3%
Agree	3.7%	10.1%	7.7%	0.0%	6.0%	9.4%	8.7%	10.4%	3.6%	7.0%	6.6%
Neutral	18.5%	11.6%	15.4%	23.1%	7.5%	25.0%	27.3%	15.6%	16.3%	8.8%	16.3%
Disagree	24.7%	23.2%	15.4%	15.4%	13.4%	28.1%	14.2%	26.0%	11.5%	23.3%	18.3%
Strongly disagree	48.1%	49.3%	53.8%	61.5%	70.1%	37.5%	24.0%	48.1%	37.7%	58.1%	44.7%
Not apply	4.9%	2.9%	0.0%	0.0%	3.0%	0.0%	23.0%	0.0%	29.8%	1.9%	12.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IV: Compensation & Benefits

Q12. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q12f City does good job managing Workers Compensation

Strongly agree	2.5%	0.0%	0.0%	0.0%	0.0%	9.4%	1.6%	6.5%	2.4%	1.9%	2.3%
Agree	12.3%	11.6%	7.7%	0.0%	6.0%	9.4%	15.8%	22.1%	16.7%	10.7%	13.7%
Neutral	39.5%	20.3%	7.7%	30.8%	34.3%	18.8%	32.2%	26.0%	26.6%	34.0%	29.8%
Disagree	7.4%	8.7%	7.7%	7.7%	6.0%	0.0%	15.3%	10.4%	9.1%	8.8%	9.6%
Strongly disagree	6.2%	5.8%	7.7%	7.7%	9.0%	3.1%	11.5%	11.7%	13.9%	10.2%	10.5%
Not apply	32.1%	53.6%	69.2%	53.8%	44.8%	59.4%	23.5%	23.4%	31.3%	34.4%	34.1%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IV: Compensation & Benefits

Q12. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q12g I am knowledgeable about vacation/sick leave benefits

Strongly agree	25.9%	33.3%	23.1%	15.4%	26.9%	53.1%	19.7%	28.6%	25.0%	25.6%	25.9%
Agree	55.6%	50.7%	69.2%	46.2%	53.7%	40.6%	50.3%	58.4%	58.3%	61.9%	56.0%
Neutral	12.3%	13.0%	0.0%	23.1%	10.4%	3.1%	16.4%	9.1%	12.3%	7.9%	11.5%
Disagree	4.9%	0.0%	0.0%	7.7%	3.0%	3.1%	7.7%	0.0%	2.0%	2.8%	3.3%
Strongly disagree	1.2%	2.9%	7.7%	7.7%	3.0%	0.0%	3.8%	3.9%	1.2%	1.4%	2.3%
Not apply	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	2.2%	0.0%	1.2%	0.5%	1.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IV: Compensation & Benefits

Q12. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q12h Pay check almost always accurate</u>											
Strongly agree	33.3%	55.1%	46.2%	30.8%	46.3%	75.0%	6.6%	50.6%	28.6%	44.7%	34.8%
Agree	46.9%	39.1%	53.8%	53.8%	49.3%	25.0%	20.8%	42.9%	50.0%	44.7%	41.2%
Neutral	12.3%	4.3%	0.0%	15.4%	3.0%	0.0%	17.5%	5.2%	10.7%	2.3%	8.5%
Disagree	1.2%	1.4%	0.0%	0.0%	1.5%	0.0%	19.1%	1.3%	8.3%	5.6%	7.2%
Strongly disagree	6.2%	0.0%	0.0%	0.0%	0.0%	0.0%	35.0%	0.0%	2.4%	1.9%	7.9%
Not apply	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.9%	0.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IV: Compensation & Benefits

Q12. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q12i Problems with pay are easy to resolve</u>											
Strongly agree	14.8%	23.2%	23.1%	15.4%	17.9%	28.1%	4.4%	32.5%	16.7%	20.9%	17.4%
Agree	45.7%	27.5%	38.5%	30.8%	25.4%	18.8%	13.7%	33.8%	41.3%	40.5%	32.9%
Neutral	18.5%	10.1%	0.0%	23.1%	25.4%	6.3%	25.1%	19.5%	13.9%	11.6%	16.5%
Disagree	3.7%	4.3%	0.0%	7.7%	3.0%	0.0%	20.8%	3.9%	9.9%	6.5%	8.9%
Strongly disagree	6.2%	1.4%	0.0%	0.0%	0.0%	0.0%	30.6%	1.3%	4.4%	4.7%	8.4%
Not apply	11.1%	33.3%	38.5%	23.1%	28.4%	46.9%	5.5%	9.1%	13.9%	15.8%	16.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part IV: Compensation & Benefits

Q13. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Familiar with retirement benefits	1.2%	5.8%	7.7%	0.0%	3.0%	6.3%	3.3%	2.6%	6.0%	1.9%	3.7%
Understand health plan	6.2%	11.6%	15.4%	0.0%	9.0%	6.3%	2.2%	6.5%	12.3%	7.4%	7.9%
Health plan easy to use	2.5%	5.8%	0.0%	15.4%	0.0%	9.4%	7.7%	11.7%	11.1%	6.5%	7.6%
Health plan problems easy to resolve	7.4%	8.7%	7.7%	15.4%	7.5%	3.1%	5.5%	3.9%	7.5%	6.5%	6.7%
City management of health plan	48.1%	50.7%	61.5%	61.5%	67.2%	65.6%	14.8%	45.5%	28.6%	62.3%	42.3%

2002 City of Fort Lauderdale Employee Survey Results by Department

***Note:** The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.*

Part IV: Compensation & Benefits

Q13. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
City management of worker compensation claims	1.2%	1.4%	7.7%	0.0%	1.5%	0.0%	6.0%	1.3%	7.1%	1.4%	3.7%
Knowledgeable vacation/sick leave	1.2%	1.4%	0.0%	0.0%	0.0%	3.1%	0.0%	0.0%	0.0%	0.5%	0.4%
Paycheck is accurate	6.2%	0.0%	0.0%	0.0%	0.0%	0.0%	42.1%	0.0%	3.6%	0.9%	9.3%
Pay problems easy to resolve	1.2%	1.4%	0.0%	0.0%	0.0%	0.0%	8.2%	2.6%	3.6%	1.4%	3.1%
None needed	24.7%	13.0%	0.0%	7.7%	11.9%	6.3%	10.4%	26.0%	20.2%	11.2%	15.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part IV: Compensation & Benefits

Q13. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Familiar with retirement benefits	3.7%	5.8%	7.7%	0.0%	3.0%	0.0%	2.7%	1.3%	5.2%	4.7%	3.9%
Understand health plan	11.1%	20.3%	23.1%	30.8%	17.9%	6.3%	5.5%	19.5%	10.7%	10.2%	11.8%
Health plan easy to use	11.1%	17.4%	15.4%	15.4%	11.9%	18.8%	5.5%	5.2%	10.3%	17.2%	11.6%
Health plan problems easy to resolve	16.0%	20.3%	0.0%	23.1%	28.4%	37.5%	8.7%	15.6%	15.5%	21.4%	17.4%
City management of health plan	6.2%	8.7%	15.4%	0.0%	7.5%	3.1%	11.5%	10.4%	10.3%	10.2%	9.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

***Note:** The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.*

Part IV: Compensation & Benefits

Q13. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
City management of worker compensation claims	2.5%	4.3%	0.0%	0.0%	7.5%	0.0%	6.6%	7.8%	5.6%	6.5%	5.6%
Knowledgeable vacation/sick leave	1.2%	0.0%	0.0%	15.4%	0.0%	0.0%	2.2%	1.3%	0.4%	1.9%	1.3%
Paycheck is accurate	1.2%	1.4%	0.0%	0.0%	0.0%	0.0%	14.8%	1.3%	1.6%	1.9%	3.8%
Pay problems easy to resolve	7.4%	1.4%	0.0%	0.0%	0.0%	0.0%	24.0%	2.6%	3.6%	3.7%	7.0%
None needed	39.5%	20.3%	38.5%	15.4%	23.9%	34.4%	18.6%	35.1%	36.9%	22.3%	28.1%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part IV: Compensation & Benefits

Q13. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.(both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Familiar with retirement benefits	4.9%	11.6%	15.4%	0.0%	6.0%	6.3%	6.0%	3.9%	11.1%	6.5%	7.6%
Understand health plan	17.3%	31.9%	38.5%	30.8%	26.9%	12.5%	7.7%	26.0%	23.0%	17.7%	19.7%
Health plan easy to use	13.6%	23.2%	15.4%	30.8%	11.9%	28.1%	13.1%	16.9%	21.4%	23.7%	19.2%
Health plan problems easy to resolve	23.5%	29.0%	7.7%	38.5%	35.8%	40.6%	14.2%	19.5%	23.0%	27.9%	24.1%
City management of health plan	54.3%	59.4%	76.9%	61.5%	74.6%	68.8%	26.2%	55.8%	38.9%	72.6%	51.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part IV: Compensation & Benefits

Q13. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.(both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
City management of worker compensation claims	3.7%	5.8%	7.7%	0.0%	9.0%	0.0%	12.6%	9.1%	12.7%	7.9%	9.3%
Knowledgeable vacation/sick leave	2.5%	1.4%	0.0%	15.4%	0.0%	3.1%	2.2%	1.3%	0.4%	2.3%	1.7%
Paycheck is accurate	7.4%	1.4%	0.0%	0.0%	0.0%	0.0%	56.8%	1.3%	5.2%	2.8%	13.1%
Pay problems easy to resolve	8.6%	2.9%	0.0%	0.0%	0.0%	0.0%	32.2%	5.2%	7.1%	5.1%	10.1%
None needed	24.7%	13.0%	0.0%	7.7%	11.9%	6.3%	10.4%	26.0%	20.2%	11.2%	15.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part V: Rewards & Recognition

Q14. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q14a City employees who perform well receive adequate recognition

Strongly agree	3.7%	5.8%	0.0%	7.7%	6.0%	3.1%	1.1%	6.5%	4.4%	6.5%	4.5%
Agree	19.8%	24.6%	15.4%	30.8%	20.9%	46.9%	13.7%	18.2%	22.2%	18.7%	20.3%
Neutral	21.0%	11.6%	30.8%	15.4%	14.9%	12.5%	15.3%	16.9%	21.8%	20.6%	18.5%
Disagree	27.2%	36.2%	38.5%	23.1%	28.4%	15.6%	33.3%	28.6%	25.4%	34.1%	29.9%
Strongly disagree	23.5%	18.8%	7.7%	15.4%	29.9%	21.9%	34.4%	29.9%	25.0%	19.6%	25.3%
Not apply	4.9%	2.9%	7.7%	7.7%	0.0%	0.0%	2.2%	0.0%	1.2%	0.5%	1.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part V: Rewards & Recognition

Q14. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q14b Work I perform is evaluated fairly</u>											
Strongly agree	8.6%	15.9%	0.0%	7.7%	17.9%	18.8%	6.6%	15.6%	11.1%	13.0%	11.7%
Agree	35.8%	40.6%	53.8%	53.8%	31.3%	53.1%	37.7%	29.9%	42.9%	39.5%	39.3%
Neutral	21.0%	15.9%	15.4%	0.0%	13.4%	12.5%	25.1%	18.2%	18.7%	20.9%	19.5%
Disagree	22.2%	13.0%	7.7%	23.1%	22.4%	6.3%	16.4%	20.8%	16.3%	14.4%	16.6%
Strongly disagree	11.1%	11.6%	7.7%	7.7%	14.9%	6.3%	13.1%	15.6%	10.3%	10.2%	11.5%
Not apply	1.2%	2.9%	15.4%	7.7%	0.0%	3.1%	1.1%	0.0%	0.8%	1.9%	1.5%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part V: Rewards & Recognition

Q14. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q14c Rewards & recognitions are distributed fairly</u>											
Strongly agree	3.7%	2.9%	0.0%	0.0%	6.0%	3.1%	1.1%	3.9%	3.2%	5.1%	3.4%
Agree	13.6%	20.3%	15.4%	30.8%	20.9%	34.4%	12.0%	14.3%	19.0%	17.2%	17.4%
Neutral	24.7%	29.0%	30.8%	30.8%	11.9%	28.1%	25.7%	20.8%	23.4%	27.0%	24.5%
Disagree	32.1%	27.5%	23.1%	7.7%	29.9%	9.4%	23.5%	28.6%	25.4%	27.9%	26.0%
Strongly disagree	22.2%	17.4%	7.7%	23.1%	29.9%	21.9%	33.9%	28.6%	28.2%	20.0%	25.8%
Not apply	3.7%	2.9%	23.1%	7.7%	1.5%	3.1%	3.8%	3.9%	0.8%	2.8%	2.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part V: Rewards & Recognition

Q14. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q14d Promotions are awarded fairly</u>											
Strongly agree	2.5%	4.3%	0.0%	0.0%	4.5%	0.0%	2.7%	5.2%	2.4%	3.7%	3.1%
Agree	13.6%	14.5%	15.4%	23.1%	14.9%	31.3%	19.7%	13.0%	13.9%	12.6%	15.4%
Neutral	24.7%	27.5%	30.8%	30.8%	23.9%	25.0%	19.7%	28.6%	25.4%	27.9%	25.2%
Disagree	22.2%	27.5%	15.4%	15.4%	25.4%	15.6%	21.9%	15.6%	23.4%	23.7%	22.5%
Strongly disagree	32.1%	17.4%	15.4%	23.1%	22.4%	21.9%	31.7%	33.8%	32.5%	27.9%	29.0%
Not apply	4.9%	8.7%	23.1%	7.7%	9.0%	6.3%	4.4%	3.9%	2.4%	4.2%	4.8%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part V: Rewards & Recognition

Q14. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q14e Managers recognize individual accomplishments

Strongly agree	8.6%	15.9%	0.0%	15.4%	13.4%	9.4%	1.6%	10.4%	10.3%	8.8%	8.8%
Agree	23.5%	27.5%	61.5%	30.8%	22.4%	37.5%	19.1%	20.8%	29.8%	29.8%	26.6%
Neutral	21.0%	21.7%	15.4%	7.7%	25.4%	28.1%	22.4%	22.1%	17.1%	25.6%	21.7%
Disagree	23.5%	20.3%	7.7%	15.4%	16.4%	21.9%	26.8%	15.6%	23.4%	20.9%	21.9%
Strongly disagree	19.8%	13.0%	7.7%	23.1%	22.4%	3.1%	29.0%	31.2%	19.0%	14.9%	20.2%
Not apply	3.7%	1.4%	7.7%	7.7%	0.0%	0.0%	1.1%	0.0%	0.4%	0.0%	0.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part V: Rewards & Recognition

Q14. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q14f Poor performance is dealt with effectively by managers in my work unit</u>											
Strongly agree	3.7%	5.8%	15.4%	0.0%	1.5%	3.1%	2.7%	3.9%	4.0%	3.3%	3.6%
Agree	18.5%	17.4%	23.1%	15.4%	11.9%	31.3%	13.1%	16.9%	19.0%	18.6%	17.5%
Neutral	23.5%	27.5%	7.7%	30.8%	20.9%	18.8%	19.1%	26.0%	23.4%	22.8%	22.6%
Disagree	25.9%	17.4%	23.1%	23.1%	32.8%	28.1%	25.1%	18.2%	25.4%	27.0%	25.1%
Strongly disagree	23.5%	27.5%	15.4%	23.1%	25.4%	18.8%	38.3%	33.8%	25.8%	26.0%	28.2%
Not apply	4.9%	4.3%	15.4%	7.7%	7.5%	0.0%	1.6%	1.3%	2.4%	2.3%	3.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part V: Rewards & Recognition

Q14. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q14g City should recognize accomplishment more</u>											
Strongly agree	39.5%	36.2%	38.5%	38.5%	40.3%	25.0%	51.4%	48.1%	42.9%	38.1%	42.2%
Agree	38.3%	34.8%	46.2%	23.1%	31.3%	40.6%	35.0%	35.1%	35.7%	36.7%	35.7%
Neutral	18.5%	20.3%	7.7%	23.1%	23.9%	25.0%	9.8%	13.0%	17.5%	20.5%	17.3%
Disagree	1.2%	5.8%	0.0%	7.7%	0.0%	9.4%	2.2%	0.0%	2.4%	2.8%	2.5%
Strongly disagree	1.2%	1.4%	0.0%	0.0%	3.0%	0.0%	1.1%	3.9%	0.8%	1.4%	1.4%
Not apply	1.2%	1.4%	7.7%	7.7%	1.5%	0.0%	0.5%	0.0%	0.8%	0.5%	0.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part V: Rewards & Recognition

Q15. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Q15 Most emphasis											
Adequate recognition	7.4%	13.0%	15.4%	7.7%	17.9%	15.6%	15.8%	15.6%	14.7%	15.3%	14.6%
Evaluate fairly	7.4%	4.3%	0.0%	0.0%	7.5%	3.1%	1.6%	5.2%	3.6%	7.0%	4.6%
Rewards and recognitions fairly distributed	9.9%	7.2%	7.7%	0.0%	11.9%	3.1%	7.1%	5.2%	6.3%	5.6%	6.8%
Promotions awarded fairly	23.5%	13.0%	7.7%	23.1%	6.0%	28.1%	24.6%	18.2%	25.8%	20.9%	21.4%
Managers recognize individual accomplishments	4.9%	5.8%	0.0%	7.7%	10.4%	3.1%	10.9%	6.5%	4.0%	3.7%	6.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part V: Rewards & Recognition

Q15. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002

	Q27 Department work in										Total
	No response	Admin- istrative services	City man- ager office	City clerk/ city attorney	Comm & econ devel- opment	Finance	Fire Rescue	Parks and recrea- tion	Police	Public services	

Q15 Most emphasis (Cont.)

Poor performance dealt with by managers	16.0%	24.6%	30.8%	23.1%	22.4%	31.3%	21.9%	18.2%	19.4%	29.3%	22.8%
Recognize accomplishments more	6.2%	15.9%	7.7%	23.1%	7.5%	6.3%	9.8%	10.4%	11.5%	4.7%	9.2%
None needed	24.7%	15.9%	30.8%	15.4%	16.4%	9.4%	8.2%	20.8%	14.7%	13.5%	14.8%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part V: Rewards & Recognition

Q15. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Q15 Second emphasis											
Adequate recognition	7.4%	13.0%	15.4%	0.0%	9.0%	3.1%	16.9%	10.4%	11.5%	11.2%	11.6%
Evaluate fairly	7.4%	7.2%	0.0%	7.7%	6.0%	6.3%	6.0%	7.8%	4.0%	6.0%	5.8%
Rewards and recognitions fairly distributed	9.9%	8.7%	0.0%	7.7%	14.9%	12.5%	13.7%	15.6%	14.7%	10.7%	12.6%
Promotions awarded fairly	13.6%	8.7%	7.7%	7.7%	19.4%	6.3%	9.8%	10.4%	11.1%	14.4%	11.9%
Managers recognize individual accomplishments	7.4%	10.1%	15.4%	0.0%	7.5%	12.5%	12.0%	11.7%	8.3%	7.4%	9.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

***Note:** The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.*

Part V: Rewards & Recognition

Q15. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002

	Q27 Department work in										Total
	No response	Admin- istrative services	City man- ager office	City clerk/ city attorney	Comm & econ devel- opment	Finance	Fire Rescue	Parks and recrea- tion	Police	Public services	

Q15 Second emphasis (Cont.)

Poor performance dealt with by managers	12.3%	14.5%	7.7%	30.8%	7.5%	21.9%	14.8%	11.7%	13.9%	13.0%	13.6%
Recognize accomplishments more	11.1%	7.2%	7.7%	7.7%	6.0%	12.5%	10.9%	3.9%	11.1%	7.9%	9.2%
None needed	30.9%	30.4%	46.2%	38.5%	29.9%	25.0%	15.8%	28.6%	25.4%	29.3%	26.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part V: Rewards & Recognition

Q15. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/ attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Q15 Most emphasis											
Adequate recognition	14.8%	26.1%	30.8%	7.7%	26.9%	18.8%	32.8%	26.0%	26.2%	26.5%	26.1%
Evaluate fairly	14.8%	11.6%	0.0%	7.7%	13.4%	9.4%	7.7%	13.0%	7.5%	13.0%	10.4%
Rewards and recognitions fairly distributed	19.8%	15.9%	7.7%	7.7%	26.9%	15.6%	20.8%	20.8%	21.0%	16.3%	19.4%
Promotions awarded fairly	37.0%	21.7%	15.4%	30.8%	25.4%	34.4%	34.4%	28.6%	36.9%	35.3%	33.2%
Managers recognize individual accomplishments	12.3%	15.9%	15.4%	7.7%	17.9%	15.6%	23.0%	18.2%	12.3%	11.2%	15.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part V: Rewards & Recognition

Q15. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Q15 Most emphasis (Cont.)											
Poor performance dealt with by managers	28.4%	39.1%	38.5%	53.8%	29.9%	53.1%	36.6%	29.9%	33.3%	42.3%	36.3%
Recognize accomplishments more	17.3%	23.2%	15.4%	30.8%	13.4%	18.8%	20.8%	14.3%	22.6%	12.6%	18.4%
None needed	24.7%	15.9%	30.8%	15.4%	16.4%	9.4%	8.2%	20.8%	14.7%	13.5%	14.8%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part V: Rewards & Recognition

Q16. Overall, how satisfied are you with the level of rewards and recognition that is currently given by the City to employees in your work unit?

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Very satisfied	0.0%	4.3%	0.0%	7.7%	3.0%	6.3%	0.5%	3.9%	5.2%	6.0%	3.8%
Satisfied	19.8%	15.9%	15.4%	23.1%	20.9%	31.3%	11.5%	16.9%	25.4%	20.0%	19.7%
Neutral	33.3%	26.1%	38.5%	23.1%	26.9%	15.6%	23.0%	27.3%	21.4%	27.9%	25.2%
Dissatisfied	23.5%	34.8%	30.8%	23.1%	19.4%	28.1%	32.2%	28.6%	24.2%	28.4%	27.4%
Very dissatisfied	14.8%	10.1%	0.0%	15.4%	28.4%	12.5%	30.1%	20.8%	20.6%	13.0%	19.5%
Don't know	8.6%	8.7%	15.4%	7.7%	1.5%	6.3%	2.7%	2.6%	3.2%	4.7%	4.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part V: Rewards & Recognition

Q17. Overall, how satisfied are you with your current employment with the City of Fort Lauderdale?

N=1002

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q17 Satisfaction with current employment</u>											
Very satisfied	22.2%	27.5%	23.1%	23.1%	13.4%	18.8%	10.9%	26.0%	25.8%	27.0%	22.1%
Satisfied	33.3%	34.8%	53.8%	15.4%	43.3%	50.0%	51.4%	35.1%	46.0%	41.4%	43.0%
Neutral	24.7%	18.8%	7.7%	15.4%	13.4%	9.4%	13.1%	16.9%	11.5%	14.9%	14.6%
Dissatisfied	14.8%	13.0%	15.4%	23.1%	17.9%	18.8%	15.8%	14.3%	10.7%	9.8%	13.2%
Very dissatisfied	4.9%	2.9%	0.0%	15.4%	10.4%	0.0%	7.7%	5.2%	5.2%	6.5%	6.0%
Don't know	0.0%	2.9%	0.0%	7.7%	1.5%	3.1%	1.1%	2.6%	0.8%	0.5%	1.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part V: Rewards & Recognition

Q18. Compared to a year ago, how do you think the quality of your employment with the City of Fort Lauderdale has changed?

N=1002

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Q18 Compared to one year ago, quality of employment has changed											
Much better	1.2%	4.3%	7.7%	0.0%	3.0%	6.3%	2.2%	9.1%	6.0%	4.2%	4.4%
Somewhat better	16.0%	13.0%	7.7%	0.0%	9.0%	3.1%	9.8%	14.3%	17.5%	13.0%	13.1%
About the same	45.7%	46.4%	46.2%	53.8%	40.3%	40.6%	34.4%	39.0%	42.5%	47.0%	42.2%
Somewhat worse	18.5%	23.2%	15.4%	15.4%	28.4%	31.3%	35.5%	22.1%	19.0%	21.9%	24.1%
Much worse	13.6%	2.9%	7.7%	15.4%	14.9%	9.4%	13.1%	9.1%	11.1%	7.4%	10.4%
Don't know	4.9%	10.1%	15.4%	15.4%	4.5%	9.4%	4.9%	6.5%	4.0%	6.5%	5.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VI: Strategic Direction

Q19. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q19a Know city's vision for the future & how my dept contributes

Strongly agree	4.9%	2.9%	7.7%	15.4%	1.5%	3.1%	1.6%	1.3%	5.2%	9.3%	4.8%
Agree	12.3%	14.5%	30.8%	15.4%	16.4%	25.0%	15.3%	20.8%	21.8%	23.7%	19.5%
Neutral	23.5%	29.0%	15.4%	7.7%	23.9%	6.3%	27.3%	33.8%	31.0%	25.6%	26.8%
Disagree	34.6%	18.8%	30.8%	15.4%	31.3%	43.8%	36.1%	18.2%	29.0%	26.0%	29.0%
Strongly disagree	21.0%	29.0%	15.4%	30.8%	23.9%	18.8%	18.6%	22.1%	11.1%	13.5%	17.3%
Not apply	3.7%	5.8%	0.0%	15.4%	3.0%	3.1%	1.1%	3.9%	2.0%	1.9%	2.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VI: Strategic Direction

Q19. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Strongly agree	7.4%	13.0%	15.4%	15.4%	9.0%	15.6%	3.8%	3.9%	10.3%	7.4%	8.2%
Agree	24.7%	34.8%	46.2%	15.4%	23.9%	37.5%	26.2%	26.0%	34.9%	36.3%	31.3%
Neutral	25.9%	23.2%	0.0%	23.1%	19.4%	15.6%	23.5%	26.0%	26.6%	21.4%	23.4%
Disagree	30.9%	17.4%	23.1%	15.4%	32.8%	18.8%	27.3%	18.2%	19.4%	21.4%	22.9%
Strongly disagree	8.6%	10.1%	15.4%	23.1%	13.4%	12.5%	18.6%	22.1%	7.5%	12.1%	12.8%
Not apply	2.5%	1.4%	0.0%	7.7%	1.5%	0.0%	0.5%	3.9%	1.2%	1.4%	1.5%

Q19b Know department's performance goals

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VI: Strategic Direction

Q19. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q19c Know how my job supports long range goals</u>											
Strongly agree	7.4%	10.1%	15.4%	23.1%	7.5%	12.5%	3.8%	6.5%	9.5%	11.2%	8.7%
Agree	29.6%	26.1%	46.2%	23.1%	22.4%	31.3%	26.2%	29.9%	28.2%	43.7%	31.1%
Neutral	22.2%	20.3%	15.4%	7.7%	28.4%	31.3%	29.5%	26.0%	31.0%	19.1%	25.6%
Disagree	25.9%	33.3%	7.7%	23.1%	25.4%	18.8%	25.1%	13.0%	17.1%	16.7%	20.6%
Strongly disagree	9.9%	8.7%	15.4%	15.4%	14.9%	3.1%	14.2%	19.5%	11.1%	7.9%	11.5%
Not apply	4.9%	1.4%	0.0%	7.7%	1.5%	3.1%	1.1%	5.2%	3.2%	1.4%	2.5%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VI: Strategic Direction

Q19. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q19d City departments work well together</u>											
Strongly agree	1.2%	5.8%	15.4%	0.0%	1.5%	3.1%	1.6%	3.9%	3.6%	7.0%	3.9%
Agree	24.7%	24.6%	30.8%	53.8%	17.9%	28.1%	26.8%	19.5%	26.6%	22.3%	24.8%
Neutral	28.4%	30.4%	15.4%	15.4%	29.9%	18.8%	36.1%	40.3%	37.3%	27.0%	32.2%
Disagree	22.2%	23.2%	23.1%	7.7%	20.9%	28.1%	22.4%	15.6%	19.8%	27.4%	22.3%
Strongly disagree	21.0%	13.0%	7.7%	15.4%	28.4%	18.8%	9.8%	16.9%	8.7%	14.0%	13.7%
Not apply	2.5%	2.9%	7.7%	7.7%	1.5%	3.1%	3.3%	3.9%	4.0%	2.3%	3.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VI: Strategic Direction

Q19. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q19e City is moving in right direction</u>											
Strongly agree	3.7%	4.3%	15.4%	0.0%	3.0%	3.1%	3.3%	3.9%	7.9%	7.4%	5.6%
Agree	16.0%	21.7%	23.1%	30.8%	16.4%	21.9%	18.0%	24.7%	23.8%	21.4%	21.1%
Neutral	39.5%	42.0%	30.8%	23.1%	37.3%	43.8%	37.7%	36.4%	41.7%	39.1%	39.2%
Disagree	22.2%	14.5%	23.1%	15.4%	19.4%	18.8%	25.1%	10.4%	15.9%	20.0%	18.9%
Strongly disagree	16.0%	17.4%	0.0%	23.1%	17.9%	9.4%	11.5%	16.9%	8.3%	8.8%	11.7%
Not apply	2.5%	0.0%	7.7%	7.7%	6.0%	3.1%	4.4%	7.8%	2.4%	3.3%	3.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VI: Strategic Direction

Q19. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q19f Managers realistic in expectations of employee performance</u>											
Strongly agree	7.4%	14.5%	7.7%	7.7%	6.0%	15.6%	1.6%	9.1%	8.3%	6.5%	7.2%
Agree	23.5%	24.6%	38.5%	15.4%	29.9%	56.3%	25.1%	33.8%	36.5%	37.7%	32.5%
Neutral	25.9%	27.5%	15.4%	23.1%	17.9%	12.5%	25.7%	20.8%	24.6%	23.7%	23.7%
Disagree	27.2%	18.8%	15.4%	23.1%	23.9%	12.5%	24.0%	16.9%	16.7%	18.6%	19.9%
Strongly disagree	14.8%	13.0%	23.1%	15.4%	22.4%	3.1%	20.8%	19.5%	12.7%	11.2%	15.1%
Not apply	1.2%	1.4%	0.0%	15.4%	0.0%	0.0%	2.7%	0.0%	1.2%	2.3%	1.7%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VI: Strategic Direction

Q19. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q19g Staff in my department are organized effectively</u>											
Strongly agree	6.2%	7.2%	15.4%	7.7%	7.5%	12.5%	2.2%	2.6%	9.5%	8.8%	7.1%
Agree	25.9%	34.8%	23.1%	7.7%	28.4%	40.6%	21.9%	26.0%	31.0%	26.5%	27.5%
Neutral	32.1%	23.2%	30.8%	15.4%	17.9%	15.6%	25.7%	28.6%	21.8%	31.2%	25.5%
Disagree	25.9%	18.8%	7.7%	30.8%	26.9%	21.9%	27.9%	23.4%	20.6%	20.0%	22.8%
Strongly disagree	9.9%	14.5%	15.4%	30.8%	17.9%	9.4%	20.8%	18.2%	14.7%	11.2%	15.2%
Not apply	0.0%	1.4%	7.7%	7.7%	1.5%	0.0%	1.6%	1.3%	2.4%	2.3%	1.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VI: Strategic Direction

Q19. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q19h Employees in work unit highly motivated about goal</u>											
Strongly agree	9.9%	5.8%	7.7%	7.7%	14.9%	9.4%	13.7%	9.1%	17.5%	6.0%	11.6%
Agree	21.0%	31.9%	46.2%	38.5%	13.4%	31.3%	31.1%	28.6%	28.2%	31.2%	28.5%
Neutral	25.9%	20.3%	15.4%	7.7%	23.9%	21.9%	23.5%	19.5%	17.9%	27.9%	22.4%
Disagree	27.2%	29.0%	23.1%	15.4%	26.9%	28.1%	21.3%	22.1%	20.2%	16.3%	21.6%
Strongly disagree	13.6%	11.6%	7.7%	23.1%	19.4%	9.4%	8.7%	20.8%	14.3%	18.1%	14.6%
Not apply	2.5%	1.4%	0.0%	7.7%	1.5%	0.0%	1.6%	0.0%	2.0%	0.5%	1.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VI: Strategic Direction

Q19. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q19i I seldom waste time because I don't know what to do</u>											
Strongly agree	22.2%	40.6%	38.5%	61.5%	29.9%	50.0%	26.2%	23.4%	29.4%	26.0%	29.0%
Agree	35.8%	27.5%	30.8%	15.4%	35.8%	34.4%	32.8%	23.4%	38.5%	44.2%	35.8%
Neutral	18.5%	11.6%	7.7%	15.4%	11.9%	6.3%	12.6%	7.8%	10.3%	8.4%	10.9%
Disagree	6.2%	5.8%	7.7%	0.0%	6.0%	3.1%	13.1%	16.9%	10.3%	10.2%	10.0%
Strongly disagree	9.9%	11.6%	0.0%	0.0%	9.0%	0.0%	8.7%	22.1%	7.9%	8.4%	9.3%
Not apply	7.4%	2.9%	15.4%	7.7%	7.5%	6.3%	6.6%	6.5%	3.6%	2.8%	5.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

***Note:** The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.*

Part VI: Strategic Direction

Q20. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q20 Most needed improvement</u>											
Know City's vision	16.0%	18.8%	15.4%	23.1%	16.4%	12.5%	9.8%	19.5%	14.7%	17.7%	15.4%
Know dept/division goals	8.6%	5.8%	0.0%	7.7%	4.5%	3.1%	7.7%	3.9%	4.0%	6.0%	5.6%
Know how my job supports goal	2.5%	1.4%	0.0%	0.0%	3.0%	0.0%	3.8%	2.6%	4.0%	2.3%	2.9%
Depts. work well together	13.6%	14.5%	15.4%	0.0%	25.4%	31.3%	8.7%	10.4%	12.7%	13.0%	13.4%
City moving in right direction	9.9%	4.3%	15.4%	7.7%	10.4%	12.5%	10.4%	7.8%	5.6%	5.1%	7.5%
Managers realistic in employee expectation	16.0%	20.3%	23.1%	23.1%	14.9%	3.1%	26.2%	16.9%	13.9%	13.5%	16.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part VI: Strategic Direction

Q20. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002

	Q27 Department work in										Total
	No response	Admin- istrative services	City man- ager office	City clerk/ city attorney	Comm & econ devel- opment	Finance	Fire Rescue	Parks and recrea- tion	Police	Public services	

Q20 Most needed improvement (Cont.)

Staff in dept are organized effectively	3.7%	7.2%	0.0%	30.8%	6.0%	18.8%	14.8%	7.8%	12.3%	8.8%	10.5%
Employees in my work unit are highly motivated about goals	3.7%	11.6%	0.0%	0.0%	9.0%	6.3%	5.5%	6.5%	8.7%	11.6%	8.1%
I seldom waste time because I don't know what to do	0.0%	1.4%	0.0%	0.0%	0.0%	3.1%	0.5%	1.3%	0.4%	0.9%	0.7%
None needed	25.9%	14.5%	30.8%	7.7%	10.4%	9.4%	12.6%	23.4%	23.8%	20.9%	19.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

***Note:** The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.*

Part VI: Strategic Direction

Q20. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q20 Second improvement</u>											
Know City's vision	3.7%	4.3%	15.4%	0.0%	7.5%	18.8%	14.2%	6.5%	7.9%	7.0%	8.5%
Know dept/division goals	7.4%	5.8%	7.7%	0.0%	6.0%	9.4%	7.1%	14.3%	4.4%	9.3%	7.3%
Know how my job supports goal	2.5%	2.9%	0.0%	0.0%	9.0%	3.1%	4.4%	3.9%	6.3%	5.1%	4.9%
Depts. work well together	11.1%	7.2%	0.0%	15.4%	11.9%	3.1%	4.9%	10.4%	5.2%	16.3%	9.0%
City moving in right direction	11.1%	11.6%	0.0%	7.7%	6.0%	9.4%	8.2%	2.6%	7.1%	7.0%	7.5%
Managers realistic in employee expectation	6.2%	14.5%	15.4%	7.7%	10.4%	0.0%	6.6%	6.5%	8.7%	4.7%	7.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

***Note:** The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.*

Part VI: Strategic Direction

Q20. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Staff in dept are organized effectively	7.4%	15.9%	15.4%	30.8%	14.9%	12.5%	20.8%	9.1%	13.5%	11.6%	14.1%
Employees in my work unit are highly motivated about goals	17.3%	11.6%	0.0%	7.7%	16.4%	21.9%	11.5%	11.7%	8.7%	9.3%	11.3%
I seldom waste time because I don't know what to do	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	0.5%	2.6%	1.2%	1.9%	1.1%
None needed	33.3%	26.1%	46.2%	30.8%	17.9%	18.8%	21.9%	32.5%	36.9%	27.9%	29.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

***Note:** The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.*

Part VI: Strategic Direction

Q20. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q20 Most needed improvement</u>											
Know City's vision	19.8%	23.2%	30.8%	23.1%	23.9%	31.3%	24.0%	26.0%	22.6%	24.7%	23.9%
Know dept/division goals	16.0%	11.6%	7.7%	7.7%	10.4%	12.5%	14.8%	18.2%	8.3%	15.3%	12.9%
Know how my job supports goal	4.9%	4.3%	0.0%	0.0%	11.9%	3.1%	8.2%	6.5%	10.3%	7.4%	7.8%
Depts. work well together	24.7%	21.7%	15.4%	15.4%	37.3%	34.4%	13.7%	20.8%	17.9%	29.3%	22.4%
City moving in right direction	21.0%	15.9%	15.4%	15.4%	16.4%	21.9%	18.6%	10.4%	12.7%	12.1%	15.0%
Managers realistic in employee expectation	22.2%	34.8%	38.5%	30.8%	25.4%	3.1%	32.8%	23.4%	22.6%	18.1%	24.3%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part VI: Strategic Direction

Q20. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Staff in dept are organized effectively	11.1%	23.2%	15.4%	61.5%	20.9%	31.3%	35.5%	16.9%	25.8%	20.5%	24.6%
Employees in my work unit are highly motivated about goals	21.0%	23.2%	0.0%	7.7%	25.4%	28.1%	16.9%	18.2%	17.5%	20.9%	19.4%
I seldom waste time because I don't know what to do	0.0%	1.4%	0.0%	0.0%	0.0%	6.3%	1.1%	3.9%	1.6%	2.8%	1.8%
None needed	25.9%	14.5%	30.8%	7.7%	10.4%	9.4%	12.6%	23.4%	23.8%	20.9%	19.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part VI: Strategic Direction

Q21. Overall, how satisfied are you with the strategic direction that is provided by senior City leaders?

N=1002

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q21 Satisfaction with strategic direction provided by senior City leaders</u>											
Very satisfied	1.2%	2.9%	7.7%	0.0%	1.5%	3.1%	0.0%	2.6%	5.6%	6.0%	3.5%
Satisfied	12.3%	23.2%	15.4%	23.1%	16.4%	25.0%	16.4%	19.5%	23.9%	22.3%	20.3%
Neutral	40.7%	23.2%	30.8%	30.8%	29.9%	28.1%	36.1%	35.1%	31.9%	28.4%	32.0%
Dissatisfied	21.0%	26.1%	30.8%	0.0%	25.4%	31.3%	21.9%	22.1%	17.5%	25.6%	22.2%
Very dissatisfied	21.0%	18.8%	7.7%	38.5%	22.4%	6.3%	20.2%	11.7%	15.1%	12.6%	16.4%
Don't know	3.7%	5.8%	7.7%	7.7%	4.5%	6.3%	5.5%	9.1%	6.0%	5.1%	5.7%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VII: Professional Development

Q22. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q22a Receive adequate training to perform job responsibilities</u>											
Strongly agree	11.1%	20.3%	23.1%	7.7%	10.4%	15.6%	7.7%	15.6%	17.1%	11.7%	13.3%
Agree	34.6%	37.7%	38.5%	38.5%	32.8%	34.4%	38.3%	35.1%	35.5%	33.6%	35.5%
Neutral	27.2%	17.4%	7.7%	0.0%	20.9%	25.0%	15.8%	20.8%	12.0%	21.0%	17.7%
Disagree	18.5%	15.9%	7.7%	30.8%	28.4%	21.9%	27.3%	16.9%	15.5%	23.4%	20.9%
Strongly disagree	7.4%	8.7%	7.7%	23.1%	4.5%	3.1%	10.4%	6.5%	19.1%	8.4%	11.0%
Not apply	1.2%	0.0%	15.4%	0.0%	3.0%	0.0%	0.5%	5.2%	0.8%	1.9%	1.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VII: Professional Development

Q22. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q22b Receive constructive feedback from immediate supervisor</u>											
Strongly agree	13.6%	20.3%	23.1%	7.7%	17.9%	21.9%	10.9%	18.2%	18.3%	14.0%	15.8%
Agree	30.9%	40.6%	38.5%	61.5%	41.8%	50.0%	53.0%	27.3%	46.8%	38.1%	42.7%
Neutral	21.0%	14.5%	15.4%	0.0%	10.4%	21.9%	15.3%	23.4%	13.9%	17.7%	16.2%
Disagree	22.2%	14.5%	7.7%	15.4%	14.9%	6.3%	10.9%	15.6%	8.7%	18.6%	13.7%
Strongly disagree	9.9%	10.1%	15.4%	15.4%	14.9%	0.0%	9.8%	15.6%	11.5%	10.7%	11.1%
Not apply	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.9%	0.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VII: Professional Development

Q22. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Strongly agree	6.2%	4.3%	23.1%	7.7%	6.0%	6.3%	4.9%	13.0%	14.3%	7.0%	8.8%
Agree	28.4%	20.3%	15.4%	7.7%	14.9%	18.8%	45.9%	29.9%	38.1%	22.3%	30.6%
Neutral	19.8%	24.6%	23.1%	23.1%	17.9%	28.1%	27.3%	24.7%	19.8%	25.1%	23.3%
Disagree	25.9%	20.3%	15.4%	30.8%	29.9%	12.5%	11.5%	20.8%	12.3%	27.9%	19.3%
Strongly disagree	17.3%	27.5%	15.4%	23.1%	29.9%	25.0%	8.2%	11.7%	13.5%	13.0%	15.2%
Not apply	2.5%	2.9%	7.7%	7.7%	1.5%	9.4%	2.2%	0.0%	2.0%	4.7%	2.9%

Q22c Adequate career opportunities available for me at City

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VII: Professional Development

Q22. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q22d City does good job preparing employees for promotions</u>											
Strongly agree	3.7%	7.2%	7.7%	0.0%	1.5%	0.0%	0.5%	5.2%	3.2%	3.3%	3.0%
Agree	6.2%	8.7%	7.7%	7.7%	6.0%	25.0%	12.6%	10.4%	10.3%	10.7%	10.5%
Neutral	27.2%	17.4%	30.8%	15.4%	28.4%	28.1%	21.3%	27.3%	26.2%	19.1%	23.5%
Disagree	28.4%	36.2%	30.8%	30.8%	23.9%	21.9%	33.3%	20.8%	31.3%	38.6%	31.7%
Strongly disagree	30.9%	30.4%	15.4%	38.5%	38.8%	25.0%	29.0%	35.1%	24.6%	23.7%	27.9%
Not apply	3.7%	0.0%	7.7%	7.7%	1.5%	0.0%	3.3%	1.3%	4.4%	4.7%	3.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VII: Professional Development

Q22. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q22e Orientation programs for new employees are effective</u>											
Strongly agree	3.7%	4.3%	7.7%	15.4%	4.5%	9.4%	5.5%	10.4%	4.4%	7.0%	5.9%
Agree	27.2%	27.5%	30.8%	7.7%	22.4%	25.0%	41.0%	22.1%	28.6%	26.0%	28.8%
Neutral	38.3%	18.8%	30.8%	7.7%	43.3%	15.6%	28.4%	28.6%	35.3%	32.1%	31.4%
Disagree	22.2%	21.7%	0.0%	30.8%	13.4%	15.6%	7.7%	14.3%	9.9%	13.5%	13.0%
Strongly disagree	6.2%	14.5%	23.1%	38.5%	10.4%	21.9%	13.1%	15.6%	9.1%	9.8%	11.7%
Not apply	2.5%	13.0%	7.7%	0.0%	6.0%	12.5%	4.4%	9.1%	12.7%	11.6%	9.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VII: Professional Development

Q22. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q22f I am familiar with Organizational Development & Training programs

Strongly agree	3.7%	14.5%	23.1%	7.7%	6.0%	0.0%	1.6%	11.7%	4.4%	5.1%	5.5%
Agree	40.7%	29.0%	46.2%	38.5%	43.3%	50.0%	30.1%	32.5%	24.2%	30.2%	31.4%
Neutral	24.7%	18.8%	7.7%	0.0%	20.9%	34.4%	32.2%	16.9%	31.7%	26.5%	26.7%
Disagree	19.8%	20.3%	7.7%	38.5%	20.9%	12.5%	18.6%	18.2%	19.0%	26.0%	20.6%
Strongly disagree	7.4%	15.9%	15.4%	15.4%	7.5%	3.1%	13.1%	18.2%	15.9%	8.4%	12.3%
Not apply	3.7%	1.4%	0.0%	0.0%	1.5%	0.0%	4.4%	2.6%	4.8%	3.7%	3.5%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VII: Professional Development

Q22. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q22g Organizational Development & Training programs I have attended are effective

Strongly agree	2.5%	11.6%	15.4%	7.7%	7.5%	9.4%	1.1%	10.4%	5.6%	5.6%	5.7%
Agree	24.7%	26.1%	23.1%	7.7%	25.4%	31.3%	25.1%	33.8%	23.4%	28.8%	26.1%
Neutral	38.3%	23.2%	30.8%	23.1%	34.3%	31.3%	29.0%	24.7%	29.4%	27.4%	29.1%
Disagree	12.3%	10.1%	7.7%	15.4%	11.9%	6.3%	10.4%	6.5%	9.9%	16.7%	11.5%
Strongly disagree	4.9%	13.0%	7.7%	7.7%	7.5%	6.3%	8.2%	9.1%	7.1%	2.3%	6.7%
Not apply	17.3%	15.9%	15.4%	38.5%	13.4%	15.6%	26.2%	15.6%	24.6%	19.1%	20.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: Data May Not Match the Charts Because “Not Apply” Responses Are Included in the Data Shown in This Section

Part VII: Professional Development

Q23. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Receive adequate training for job responsibilities	12.3%	11.6%	7.7%	7.7%	16.4%	15.6%	21.3%	13.0%	21.8%	17.7%	17.8%
Constructive feedback from supervisor	12.3%	13.0%	7.7%	15.4%	10.4%	3.1%	10.9%	11.7%	7.5%	11.2%	10.2%
Adequate career opportunities	14.8%	21.7%	23.1%	15.4%	35.8%	18.8%	7.1%	16.9%	9.9%	14.9%	14.5%
Preparing for promotions	29.6%	20.3%	23.1%	38.5%	16.4%	28.1%	37.7%	27.3%	25.0%	28.8%	28.0%
Orientation effective	0.0%	7.2%	0.0%	7.7%	4.5%	6.3%	5.5%	1.3%	4.4%	3.3%	4.0%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part VII: Professional Development

Q23. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Familiar with City's Organizational Development & Training programs	4.9%	1.4%	7.7%	7.7%	4.5%	3.1%	2.7%	6.5%	5.6%	2.8%	4.1%
Development & Training programs I have attended are effective	1.2%	4.3%	0.0%	0.0%	1.5%	6.3%	1.6%	2.6%	3.6%	0.5%	2.2%
None needed	24.7%	20.3%	30.8%	7.7%	10.4%	18.8%	13.1%	20.8%	22.2%	20.9%	19.3%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part VII: Professional Development

Q23. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Receive adequate training for job responsibilities	8.6%	5.8%	0.0%	15.4%	9.0%	12.5%	13.7%	3.9%	7.1%	9.3%	8.9%
Constructive feedback from supervisor	8.6%	8.7%	15.4%	0.0%	4.5%	0.0%	7.1%	7.8%	8.3%	8.4%	7.6%
Adequate career opportunities	14.8%	11.6%	15.4%	23.1%	14.9%	15.6%	4.9%	7.8%	13.5%	12.1%	11.5%
Preparing for promotions	21.0%	27.5%	7.7%	7.7%	31.3%	28.1%	20.8%	27.3%	16.7%	23.3%	21.9%
Orientation effective	7.4%	5.8%	7.7%	15.4%	13.4%	3.1%	9.8%	10.4%	5.6%	4.7%	7.3%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part VII: Professional Development

Q23. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Familiar with City's Organizational Development & Training programs	1.2%	7.2%	7.7%	7.7%	4.5%	6.3%	8.7%	6.5%	9.1%	12.1%	8.3%
Development & Training programs I have attended are effective	2.5%	4.3%	7.7%	0.0%	6.0%	0.0%	7.1%	5.2%	6.7%	3.7%	5.2%
None needed	35.8%	29.0%	38.5%	30.8%	16.4%	34.4%	27.9%	31.2%	32.9%	26.5%	29.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part VII: Professional Development

Q23. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Receive adequate training for job responsibilities	21.0%	17.4%	7.7%	23.1%	25.4%	28.1%	35.0%	16.9%	29.0%	27.0%	26.6%
Constructive feedback from supervisor	21.0%	21.7%	23.1%	15.4%	14.9%	3.1%	18.0%	19.5%	15.9%	19.5%	17.8%
Adequate career opportunities	29.6%	33.3%	38.5%	38.5%	50.7%	34.4%	12.0%	24.7%	23.4%	27.0%	25.9%
Preparing for promotions	50.6%	47.8%	30.8%	46.2%	47.8%	56.3%	58.5%	54.5%	41.7%	52.1%	49.9%
Orientation effective	7.4%	13.0%	7.7%	23.1%	17.9%	9.4%	15.3%	11.7%	9.9%	7.9%	11.3%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part VII: Professional Development

Q23. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Familiar with City's Organizational Development & Training programs	6.2%	8.7%	15.4%	15.4%	9.0%	9.4%	11.5%	13.0%	14.7%	14.9%	12.4%
Development & Training programs I have attended are effective	3.7%	8.7%	7.7%	0.0%	7.5%	6.3%	8.7%	7.8%	10.3%	4.2%	7.4%
None needed	24.7%	20.3%	30.8%	7.7%	10.4%	18.8%	13.1%	20.8%	22.2%	20.9%	19.3%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VIII: Perceptions of Management

Q24. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q24a Supervisor makes good use of my time</u>											
Strongly agree	16.0%	23.2%	46.2%	0.0%	16.4%	21.9%	23.0%	18.2%	24.6%	22.8%	22.0%
Agree	37.0%	39.1%	30.8%	53.8%	37.3%	46.9%	53.6%	42.9%	44.0%	45.1%	44.6%
Neutral	22.2%	17.4%	15.4%	7.7%	20.9%	18.8%	14.2%	11.7%	14.3%	13.5%	15.3%
Disagree	13.6%	11.6%	0.0%	15.4%	9.0%	12.5%	5.5%	10.4%	9.5%	10.2%	9.5%
Strongly disagree	4.9%	7.2%	7.7%	23.1%	9.0%	0.0%	2.7%	14.3%	6.0%	5.6%	6.2%
Not apply	6.2%	1.4%	0.0%	0.0%	7.5%	0.0%	1.1%	2.6%	1.6%	2.8%	2.5%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VIII: Perceptions of Management

Q24. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Strongly agree	21.0%	27.5%	46.2%	15.4%	23.9%	37.5%	30.1%	29.9%	34.1%	33.0%	30.6%
Agree	34.6%	42.0%	30.8%	61.5%	28.4%	37.5%	43.7%	33.8%	37.7%	33.5%	37.2%
Neutral	18.5%	11.6%	7.7%	0.0%	19.4%	9.4%	11.5%	10.4%	11.1%	15.3%	13.0%
Disagree	12.3%	4.3%	0.0%	15.4%	16.4%	6.3%	8.7%	5.2%	7.1%	8.4%	8.4%
Strongly disagree	8.6%	14.5%	7.7%	7.7%	11.9%	9.4%	6.0%	18.2%	9.5%	8.4%	9.7%
Not apply	4.9%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	2.6%	0.4%	1.4%	1.1%

Q24b Have confidence in immediate supervisor's ability to do his/her job

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VIII: Perceptions of Management

Q24. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002

	Q27 Department work in										Total
	No response	Admin- istrative services	City man- ager office	City clerk/ city attorney	Comm & econ devel- opment	Finance	Fire Rescue	Parks and recrea- tion	Police	Public services	
<u>Q24c Have confidence in division manager's ability to do his/her job</u>											
Strongly agree	9.9%	20.3%	30.8%	7.7%	16.4%	40.6%	13.7%	27.3%	28.2%	24.2%	22.0%
Agree	33.3%	33.3%	30.8%	30.8%	28.4%	31.3%	27.9%	31.2%	32.1%	34.4%	31.6%
Neutral	24.7%	15.9%	7.7%	15.4%	17.9%	3.1%	21.3%	16.9%	17.5%	18.6%	18.3%
Disagree	14.8%	15.9%	0.0%	15.4%	14.9%	6.3%	15.3%	5.2%	8.7%	11.2%	11.5%
Strongly disagree	8.6%	11.6%	7.7%	0.0%	19.4%	12.5%	17.5%	18.2%	11.1%	7.4%	12.3%
Not apply	8.6%	2.9%	23.1%	30.8%	3.0%	6.3%	4.4%	1.3%	2.4%	4.2%	4.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VIII: Perceptions of Management

Q24. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002

	Q27 Department work in										Total
	No response	Admin- istrative services	City man- ager office	City clerk/ city attorney	Comm & econ devel- opment	Finance	Fire Rescue	Parks and recrea- tion	Police	Public services	
<u>Q24d Have confidence in department director's ability to lead my department</u>											
Strongly agree	16.0%	27.5%	38.5%	15.4%	13.4%	34.4%	3.8%	28.6%	27.0%	20.9%	20.1%
Agree	37.0%	29.0%	23.1%	23.1%	22.4%	25.0%	15.3%	27.3%	37.3%	31.2%	28.8%
Neutral	25.9%	17.4%	15.4%	15.4%	26.9%	25.0%	19.7%	23.4%	15.1%	22.8%	20.4%
Disagree	12.3%	11.6%	0.0%	15.4%	14.9%	12.5%	23.5%	7.8%	8.7%	14.0%	13.5%
Strongly disagree	4.9%	13.0%	15.4%	15.4%	22.4%	3.1%	35.0%	13.0%	9.1%	7.9%	14.7%
Not apply	3.7%	1.4%	7.7%	15.4%	0.0%	0.0%	2.7%	0.0%	2.8%	3.3%	2.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VIII: Perceptions of Management

Q24. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q24e City manager's office does good job managing the city</u>											
Strongly agree	7.4%	14.5%	38.5%	7.7%	6.0%	12.5%	4.4%	5.2%	9.1%	9.3%	8.5%
Agree	17.3%	27.5%	23.1%	30.8%	23.9%	34.4%	23.5%	27.3%	25.0%	26.0%	25.0%
Neutral	32.1%	23.2%	7.7%	15.4%	26.9%	28.1%	41.0%	32.5%	29.0%	32.6%	31.4%
Disagree	22.2%	17.4%	7.7%	30.8%	22.4%	12.5%	18.0%	13.0%	13.9%	17.2%	16.9%
Strongly disagree	18.5%	15.9%	15.4%	15.4%	20.9%	12.5%	8.7%	19.5%	19.4%	12.1%	15.4%
Not apply	2.5%	1.4%	7.7%	0.0%	0.0%	0.0%	4.4%	2.6%	3.6%	2.8%	2.9%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part VIII: Perceptions of Management

Q24. Using a 5-point scale, where "5" means "Strongly AGREE" and "1" means "Strongly DISAGREE," please indicate how much you agree with each of the following statements by circling the corresponding number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q24f My division/depart. could respond effectively to major crisis or disaster</u>											
Strongly agree	22.2%	14.5%	38.5%	38.5%	16.4%	31.3%	14.2%	16.9%	31.3%	26.0%	23.3%
Agree	39.5%	43.5%	23.1%	23.1%	28.4%	28.1%	44.8%	41.6%	32.5%	38.1%	37.3%
Neutral	25.9%	18.8%	7.7%	15.4%	20.9%	12.5%	16.4%	26.0%	12.3%	20.9%	18.1%
Disagree	4.9%	13.0%	7.7%	7.7%	16.4%	18.8%	14.2%	3.9%	11.1%	8.4%	10.7%
Strongly disagree	2.5%	8.7%	15.4%	15.4%	13.4%	9.4%	8.7%	9.1%	11.9%	5.6%	8.9%
Not apply	4.9%	1.4%	7.7%	0.0%	4.5%	0.0%	1.6%	2.6%	0.8%	0.9%	1.8%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q25. Using a 5-point scale, where "5" means "Very Important" and "1" means "NOT Important," please indicate how important you think it is for the City to make improvements in each of the following areas over the next two years by circling the number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q25a Ensure employees have resources to do job</u>											
Very important	66.7%	52.2%	53.8%	69.2%	70.1%	53.1%	79.2%	62.3%	75.7%	57.7%	67.6%
4	21.0%	26.1%	15.4%	15.4%	22.4%	28.1%	13.7%	24.7%	14.7%	25.6%	19.9%
Somewhat important	6.2%	17.4%	23.1%	15.4%	6.0%	12.5%	4.9%	9.1%	6.4%	11.6%	8.7%
2	3.7%	0.0%	0.0%	0.0%	1.5%	6.3%	0.5%	1.3%	1.2%	1.4%	1.4%
Not important	0.0%	2.9%	7.7%	0.0%	0.0%	0.0%	1.6%	1.3%	1.2%	0.9%	1.2%
Don't know	2.5%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.8%	2.8%	1.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q25. Using a 5-point scale, where "5" means "Very Important" and "1" means "NOT Important," please indicate how important you think it is for the City to make improvements in each of the following areas over the next two years by circling the number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q25b Improving internal communication</u>											
Very important	55.6%	59.4%	69.2%	69.2%	70.1%	56.3%	52.5%	61.0%	46.0%	47.9%	53.0%
4	29.6%	26.1%	7.7%	15.4%	23.9%	21.9%	27.3%	19.5%	27.0%	33.5%	27.2%
Some important	7.4%	10.1%	15.4%	15.4%	4.5%	12.5%	15.8%	13.0%	22.2%	13.5%	14.8%
2	3.7%	0.0%	0.0%	0.0%	1.5%	9.4%	1.6%	2.6%	2.0%	0.9%	1.9%
Not important	0.0%	4.3%	7.7%	0.0%	0.0%	0.0%	2.7%	2.6%	1.6%	1.4%	1.8%
Don't know	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	1.2%	2.8%	1.3%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q25. Using a 5-point scale, where "5" means "Very Important" and "1" means "NOT Important," please indicate how important you think it is for the City to make improvements in each of the following areas over the next two years by circling the number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Very important	71.6%	59.4%	69.2%	76.9%	74.6%	65.6%	58.5%	67.5%	58.3%	57.7%	61.8%
4	11.1%	23.2%	15.4%	23.1%	19.4%	9.4%	19.7%	20.8%	18.3%	21.9%	19.1%
Some important	9.9%	11.6%	0.0%	0.0%	1.5%	15.6%	13.7%	5.2%	15.1%	11.6%	11.4%
2	2.5%	1.4%	0.0%	0.0%	1.5%	6.3%	4.4%	3.9%	4.0%	3.7%	3.5%
Not important	2.5%	2.9%	15.4%	0.0%	3.0%	3.1%	2.7%	2.6%	2.4%	2.8%	2.8%
Don't know	2.5%	1.4%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	2.0%	2.3%	1.5%

Q25c Fostering a work environment free of all forms of discrimination

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q25. Using a 5-point scale, where "5" means "Very Important" and "1" means "NOT Important," please indicate how important you think it is for the City to make improvements in each of the following areas over the next two years by circling the number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Very important	46.9%	40.6%	53.8%	53.8%	44.8%	40.6%	37.2%	45.5%	42.5%	37.7%	41.3%
4	29.6%	31.9%	23.1%	23.1%	38.8%	31.3%	33.3%	33.8%	29.4%	32.1%	31.7%
Some important	18.5%	21.7%	7.7%	23.1%	14.9%	15.6%	20.2%	16.9%	20.2%	22.3%	19.8%
2	2.5%	1.4%	7.7%	0.0%	1.5%	3.1%	6.6%	2.6%	5.6%	2.8%	4.0%
Not important	1.2%	4.3%	7.7%	0.0%	0.0%	3.1%	2.2%	1.3%	1.2%	2.8%	2.0%
Don't know	1.2%	0.0%	0.0%	0.0%	0.0%	6.3%	0.5%	0.0%	1.2%	2.3%	1.2%

Q25d Educating employees about compensation and benefits

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q25. Using a 5-point scale, where "5" means "Very Important" and "1" means "NOT Important," please indicate how important you think it is for the City to make improvements in each of the following areas over the next two years by circling the number below.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q25e Providing more recognition to employees</u>											
Very important	43.2%	39.1%	61.5%	30.8%	53.7%	31.3%	48.6%	49.4%	48.4%	42.3%	45.9%
4	37.0%	37.7%	0.0%	30.8%	23.9%	28.1%	30.1%	35.1%	28.2%	24.7%	29.0%
Some important	13.6%	13.0%	38.5%	30.8%	20.9%	25.0%	15.8%	7.8%	17.9%	21.9%	17.8%
2	2.5%	7.2%	0.0%	0.0%	0.0%	15.6%	1.6%	3.9%	2.4%	4.7%	3.4%
Not important	1.2%	1.4%	0.0%	0.0%	1.5%	0.0%	2.7%	2.6%	2.4%	3.3%	2.3%
Don't know	2.5%	1.4%	0.0%	7.7%	0.0%	0.0%	1.1%	1.3%	0.8%	3.3%	1.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q25. Using a 5-point scale, where "5" means "Very Important" and "1" means "NOT Important," please indicate how important you think it is for the City to make improvements in each of the following areas over the next two years by circling the number below.

N=1002	Q27 Department work in										Total
	No response	Admin- istrative services	City man- ager office	City clerk/ city attorney	Comm & econ devel- opment	Finance	Fire Rescue	Parks and recrea- tion	Police	Public services	
<u>Q25f Enhancing professional development opportunities for employees</u>											
Very important	51.9%	42.0%	69.2%	53.8%	59.7%	59.4%	38.3%	55.8%	48.8%	49.3%	48.7%
4	33.3%	47.8%	7.7%	15.4%	34.3%	9.4%	36.6%	32.5%	30.6%	29.3%	32.0%
Some important	11.1%	7.2%	15.4%	30.8%	3.0%	28.1%	20.2%	6.5%	16.7%	15.8%	14.9%
2	2.5%	0.0%	0.0%	0.0%	0.0%	3.1%	2.2%	1.3%	1.2%	1.9%	1.5%
Not important	0.0%	1.4%	7.7%	0.0%	3.0%	0.0%	2.2%	2.6%	1.2%	0.9%	1.5%
Don't know	1.2%	1.4%	0.0%	0.0%	0.0%	0.0%	0.5%	1.3%	1.6%	2.8%	1.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because "Not Apply" responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q25. Using a 5-point scale, where "5" means "Very Important" and "1" means "NOT Important," please indicate how important you think it is for the City to make improvements in each of the following areas over the next two years by circling the number below.

N=1002	Q27 Department work in										Total
	No response	Admin- istrative services	City man- ager office	City clerk/ city attorney	Comm & econ devel- opment	Finance	Fire Rescue	Parks and recrea- tion	Police	Public services	
	<u>Q25g Promoting strategic vision for organization</u>										
Very important	50.6%	37.7%	69.2%	61.5%	46.3%	37.5%	39.9%	49.4%	35.3%	40.0%	41.2%
4	30.9%	42.0%	15.4%	15.4%	35.8%	37.5%	32.2%	27.3%	30.2%	30.7%	31.5%
Some important	12.3%	11.6%	15.4%	0.0%	10.4%	18.8%	21.9%	15.6%	27.4%	19.1%	19.5%
2	2.5%	2.9%	0.0%	7.7%	4.5%	6.3%	2.7%	2.6%	4.0%	3.7%	3.5%
Not important	0.0%	1.4%	0.0%	15.4%	3.0%	0.0%	2.2%	2.6%	2.0%	1.9%	2.0%
Don't know	3.7%	4.3%	0.0%	0.0%	0.0%	0.0%	1.1%	2.6%	1.2%	4.7%	2.3%

2002 City of Fort Lauderdale Employee Survey Results by Department

***Note:** The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.*

Part IX: Overall Attitudes and Priorities

Q26. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q26 Most important emphasis</u>											
Resources to do job	9.9%	18.8%	0.0%	23.1%	25.4%	12.5%	31.7%	24.7%	33.3%	11.2%	23.0%
Internal communication	13.6%	23.2%	7.7%	23.1%	17.9%	15.6%	7.7%	14.3%	7.9%	11.2%	11.7%
Free of discrimination	19.8%	15.9%	15.4%	23.1%	22.4%	15.6%	20.8%	6.5%	16.3%	15.8%	17.0%
Educating about benefits	4.9%	2.9%	0.0%	0.0%	7.5%	0.0%	3.3%	5.2%	4.8%	7.4%	4.9%
Recognition to employees	7.4%	1.4%	0.0%	0.0%	4.5%	9.4%	13.7%	6.5%	4.8%	10.7%	7.8%
Professional development opportunities	7.4%	11.6%	30.8%	7.7%	7.5%	28.1%	4.4%	11.7%	6.0%	13.5%	9.4%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q26. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q26 Most important emphasis (Cont.)

Promote strategic vision	6.2%	8.7%	23.1%	15.4%	3.0%	6.3%	1.6%	3.9%	2.4%	4.7%	4.2%
None needed	30.9%	17.4%	23.1%	7.7%	11.9%	12.5%	16.9%	27.3%	24.6%	25.6%	22.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q26. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Resources to do job	7.4%	8.7%	0.0%	15.4%	11.9%	15.6%	12.6%	3.9%	8.3%	8.4%	9.2%
Internal communication	9.9%	5.8%	7.7%	15.4%	14.9%	15.6%	16.4%	18.2%	10.7%	14.4%	13.2%
Free of discrimination	8.6%	11.6%	15.4%	23.1%	13.4%	15.6%	6.6%	13.0%	9.5%	9.8%	10.1%
Educating about benefits	6.2%	7.2%	7.7%	7.7%	0.0%	9.4%	6.0%	3.9%	7.1%	3.7%	5.5%
Recognition to employees	8.6%	14.5%	23.1%	0.0%	16.4%	6.3%	17.5%	13.0%	17.9%	12.1%	14.6%
Professional development opportunities	17.3%	10.1%	15.4%	15.4%	16.4%	9.4%	8.7%	5.2%	13.9%	13.0%	12.2%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q26. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED.

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
Promote strategic vision	7.4%	15.9%	7.7%	7.7%	9.0%	9.4%	8.2%	10.4%	3.6%	7.9%	7.7%
None needed	34.6%	26.1%	23.1%	15.4%	17.9%	18.8%	24.0%	32.5%	29.0%	30.7%	27.6%

Q26 Second emphasis (Cont.)

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q26. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002

	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	
<u>Q26 Most important emphasis</u>											
Resources to do job	17.3%	27.5%	0.0%	38.5%	37.3%	28.1%	44.3%	28.6%	41.7%	19.5%	32.1%
Internal communication	23.5%	29.0%	15.4%	38.5%	32.8%	31.3%	24.0%	32.5%	18.7%	25.6%	24.9%
Free of discrimination	28.4%	27.5%	30.8%	46.2%	35.8%	31.3%	27.3%	19.5%	25.8%	25.6%	27.0%
Educating about benefits	11.1%	10.1%	7.7%	7.7%	7.5%	9.4%	9.3%	9.1%	11.9%	11.2%	10.4%
Recognition to employees	16.0%	15.9%	23.1%	0.0%	20.9%	15.6%	31.1%	19.5%	22.6%	22.8%	22.4%
Professional development opportunities	24.7%	21.7%	46.2%	23.1%	23.9%	37.5%	13.1%	16.9%	19.8%	26.5%	21.6%

2002 City of Fort Lauderdale Employee Survey Results by Department

Note: The tabular data in this section may not match some of the charts because “Not Apply” responses were excluded from some charts.

Part IX: Overall Attitudes and Priorities

Q26. If the City were to make improvements in the areas listed above, which TWO items do you think should be emphasized most over the next two years in order to help you do your job better. If you do not think improvements are needed in any of these areas, please circle NONE NEEDED. (both selections)

N=1002	Q27 Department work in										Total
	No response	Administrative services	City manager office	City clerk/city attorney	Comm & econ development	Finance	Fire Rescue	Parks and recreation	Police	Public services	

Q26 Most important emphasis (Cont.)

Promote strategic vision	13.6%	24.6%	30.8%	23.1%	11.9%	15.6%	9.8%	14.3%	6.0%	12.6%	11.9%
None needed	30.9%	17.4%	23.1%	7.7%	11.9%	12.5%	16.9%	27.3%	24.6%	25.6%	22.2%